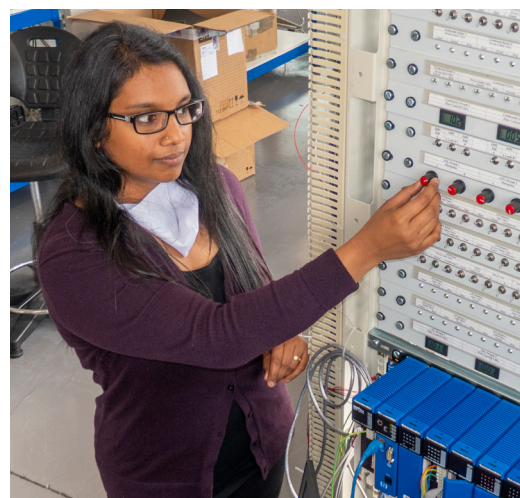


# Proserv Gender Pay Gap Report 2021

## INTRODUCTION

Proserv is a controls technology company. We provide solutions to clients right across the energy sector to maximise production, improve performance and reliability, and extend asset life. We operate around the globe, retaining 14 bases and employing about 775 people worldwide.

Since April 2018, all UK organisations that employ over 250 employees have been required to report annually on their gender pay gap. This is defined as the difference in average earnings of men and women over a standard time period, regardless of their role seniority.



# GENDER PAY REPORTING 2020

GENDER BALANCE AS OF APRIL 2020

77% MALE | 23% FEMALE

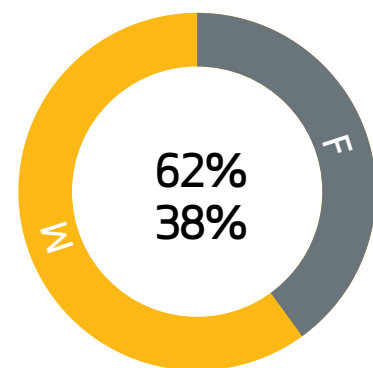


**24.01%**

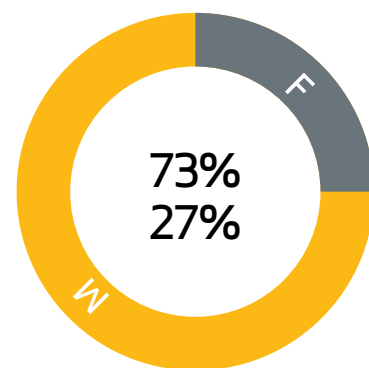
MEAN GENDER  
PAY GAP

**17.65%**

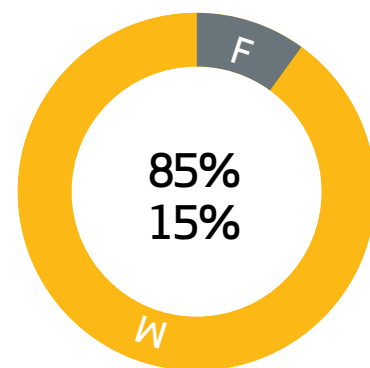
MEDIAN GENDER  
PAY GAP



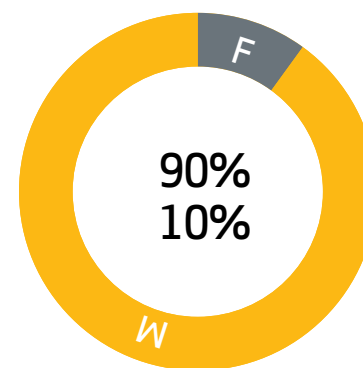
Proportion of men/  
women in lower  
quartile pay band



Proportion of men/  
women in lower middle  
quartile pay band



Proportion of men/  
women in upper middle  
quartile pay band



Proportion of men/  
women in upper  
quartile pay band

MEAN BONUS PAY GAP | 59.36%  
MEDIAN BONUS PAY GAP | 72.62%

The figures opposite provide the calculations for the April 2020 pay period which were reported in April 2021.

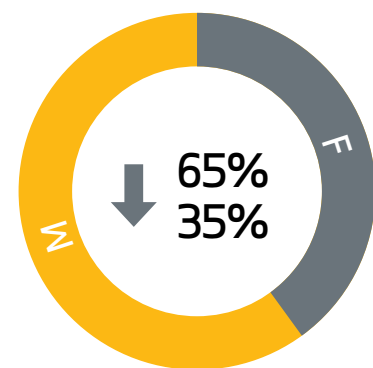
# GENDER PAY REPORTING 2021

GENDER BALANCE AS OF APRIL 2021  
**77% MALE | 23% FEMALE** →

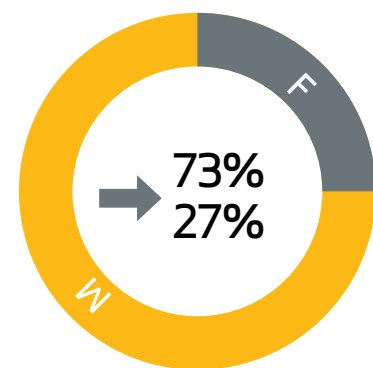


**26.50%** ↑  
 MEAN GENDER  
 PAY GAP

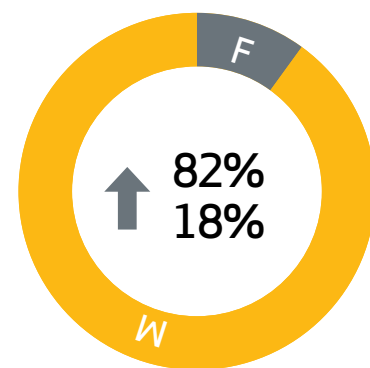
**17.06%** ↓  
 MEDIAN GENDER  
 PAY GAP



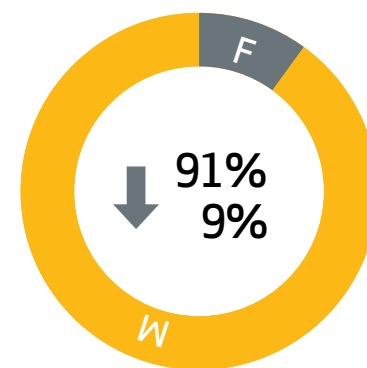
Proportion of men/  
 women in lower  
 quartile pay band



Proportion of men/  
 women in lower middle  
 quartile pay band



Proportion of men/  
 women in upper middle  
 quartile pay band



Proportion of men/  
 women in upper quartile  
 pay band

MEAN BONUS PAY GAP | 48.17%  
 MEDIAN BONUS PAY GAP | 50.15%

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires Proserv to publish information in ten defined categories, to illustrate the difference between the average earnings of men and women in our organisation.

Having run our calculations for the April 2021 pay period, the results are provided opposite.

The arrows indicate how the percentage of female employees in four defined categories has altered in the period from April 2020 to April 2021.

## KEY FINDINGS

The key findings in the Gender Pay Gap Report 2021 are as follows:

### Employee numbers

7% drop in UK workforce number, from 330 employees in April 2020 to 306 employees in April 2021 as a result of the weakness of energy prices, coupled with the wider impact of the coronavirus pandemic, causing project delays and a reduction in offshore service demands.

In this pay period, 26 employees were on furlough and have been excluded from the calculation. This may have a small impact on the overall data.

### Gender pay gap

When comparing our numbers from April 2020 to April 2021, we have found that our mean gap in favour of males has increased from 24.01% to 26.50%. Our median gap has reduced slightly to 17.06%.

### Gender balance

Proserv believes that its gender pay gap is brought about primarily by a gender imbalance in the organisation and one that is difficult to address if our recruitment sources are primarily male applicants. When we compare our gender balance percentages from 2020 to 2021, the percentage of male and female employees remains unchanged with 77% males and 23% females.

## KEY FINDINGS

### Pay gap movement within quartiles

The proportion of female employees in the lower quartile has fallen from 38% to 35% in 2021, indicating a positive direction of travel, while the ratio of male to female employees in the lower middle quartile remains unchanged year-on-year (73% male, 27% female). In the upper middle quartile, the percentage of women has risen from 15% to 18%, underlining the findings in the lower quartile, however, there has been a very slight decline in the number of female employees in the upper band, adjusting from 10% to 9%.

### Bonus gap

We reported our bonus gap in 2021 based on April 2020 data only and not the 12-month period prior in error. After review of the bonus data from April 2019 – March 2020, the corrected mean bonus gap should have been 59.36% rather than 37.96% and the median should have been 72.62% rather than 37.96%. Our reports have now been updated to reflect the correct period for future reference.

The mean bonus gap this year has reduced to 48.17%, with a median bonus gap of 50.15%.

### Pay practices

We review our pay awards and rewards packages (including bonus schemes) annually to ensure that these are linked to performance and all employees are treated fairly and equally. In 2021, the annual salary review process went ahead in May.

## KEY FINDINGS

### Equal pay for work of equal value

Whilst not having conducted a full job evaluation exercise, we assess rates of pay across our workforce as part of the annual salary review. Proserv remains confident that its gender pay gap is not an equal pay issue, i.e. we believe that our people doing the same or similar work are paid within a salary range that is applicable to the work undertaken, and any disparity between actual pay rates between men and women can be accounted for by range of competencies, experience and abilities. To examine this, a more in-depth role responsibilities review is planned to take place in 2022 and is detailed in our action plan.

### Flexible working

We will continue to support our flexible working policy for all roles in the organisation, with a focus on making any reasonable adjustments to enable equality of opportunity for all our employees. In 2021, all six of the flexible working requests made were accepted.

### Recruitment and selection

We continue to monitor recruitment applications for all vacancies, both internal and external, irrespective of level or grade to ascertain:

- The percentage of female applicants to male applicants
- The ratio of female and male appointments when compared to overall applicant numbers

Of 68 posts advertised, we had a total of 731 applications, with 605 (83%) applications received from males and 126 (17%) applications received from females.

Of the 50 posts that were filled, 41 (82%) were by males and 9 (18%) were by females.

## KEY FINDINGS

### Conclusions

- The makeup of our workforce is heavily weighted in favour of males, with 77% of our UK workforce being male
- The percentage of women appointed to roles is in line with the percentage of females applying



## UPDATE ON OUR ACTION PLAN

### Actions

#### Recruitment and selection

We believe that our recruitment and selection policy and process are gender neutral by design and recruitment adverts are worded in that manner. We do not encourage applications from one sex or the other and recruiting managers are not advised of an applicant's gender (gender is gathered for statistical purposes only and applicants are advised of this).

- To ensure we receive a balanced mix of both male and female applications we have recently invested in a job advert tool kit which replaces any potentially discriminatory or gender coded language with alternative neutral text that also supports inclusivity
- We continue to provide guidance and support to our hiring managers, and this year we will look at unconscious bias training to promote fair candidate selection irrespective of gender and/or ethnicity

We apply recruitment procedures based on competency assessments and objective candidate scoring systems, which are free from bias of any sort and to which recruiting managers are held accountable.

#### Role responsibility review

For 2022, we are completing a review of role responsibilities to ensure that they correctly correspond to those of our employees ahead of the next annual salary review so that we can source the most accurate comparison against market data possible.

## UPDATE ON OUR ACTION PLAN

### Promotion of the STEM industry to females

We will continue our efforts to work with schools, colleges, universities, and employer forums to promote the science, technology, engineering and mathematics (STEM) sector as a viable career option for both females and males.

We are working alongside a local school to support school leavers with developing their interview skills - we will use this opportunity to promote STEM careers for female students.

In preparation for our 2022 apprentice intake, we will review our promotional material and set targets to ensure gender equality.

### Information and training

To coincide with the publication of our gender pay gap report we will:

- Connect with our line managers to help them understand our gender pay gap findings and equip them with the information and skills needed to move forwards with our action plan
- Take specific steps to inform our workforce of our gender pay gap report and engage with any employees who believe they have been adversely affected
- Liaise with our Employee Representatives Forum to widen understanding of our report and equip its members with the knowledge needed to further support any employees who believe they have been adversely affected

## STATEMENT OF COMMITMENT

I confirm the gender pay gap analysis contained in this report is accurate and signifies the commitment of the Proserv UK management team to the action plan submitted with it.

David Currie  
Group Chief Executive Officer  
April 2022

