



px group gender pay report

report period ending 5th April 2018



px group profile

px group provides operations management, engineering services and energy management solutions for partners in high hazard, highly regulated industries.

We operate 24 hours, 7 days a week across a range of sectors including power generation, gas processing and renewables.

For more information visit us at www.pxlimited.com



px group - workforce demographics

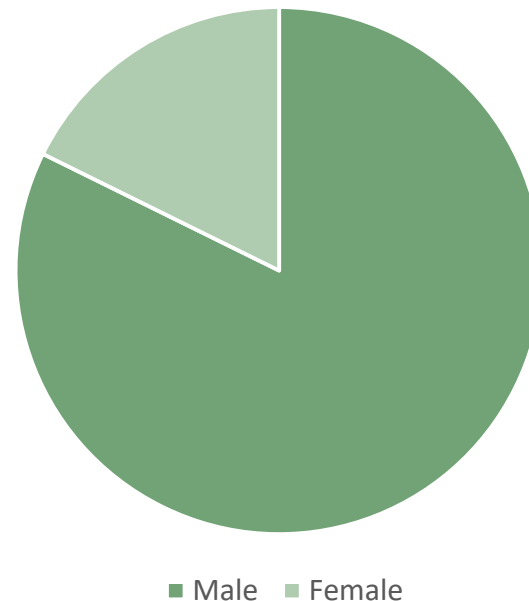
As at April 2018 px group operated at 10 sites including its headquarters in Stockton on Tees.

The demographic of its workforce for the reporting period ending 2018 saw a positive shift with 82.3% male and 17.7% female vs. 84.5% male and 15.5% female for the preceding period

A contributing factor to the high population of male employees is a result of men traditionally dominating the shift working power, oil & gas and chemical sectors we operate in, exacerbated by the high levels of staff retention recorded within px group.

It is worth noting however in isolation, the workforce demographics within px group headquarters was 67% male and 33% female.

Workforce Demographics





what does px group gender pay profile look like ?

px group does have a gender pay gap when we compare the overall average hourly pay and bonuses for women and men and we continue to address this.

In line with government requirements px group reported the following gender pay measures for reporting period ending 5th April 2018.

	Mean Apr 18	Mean Apr 17	Median Apr 18	Median Apr 17
Pay Gap	33.2%	37%	34.7%	38%
Bonus Pay Gap	46.4%	46%	42%	36%

px group saw a reduction in the pay gap, with the bonus pay gap a slight increase, this can be attributed to a number of females joining px during the reporting period not eligible for a bonus until the following financial year.

Mean - is the average of a list of numbers

Median - is the middle value in all numbers listed in numerical order

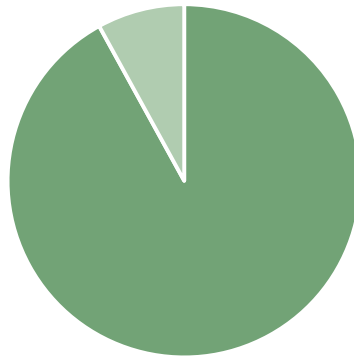
Note: px acquired Saltends Chemical Park on 15 March 2018, however staff were not added to the payroll until April 18 and therefore are excluded from these figures



the percentage of men & women awarded a bonus

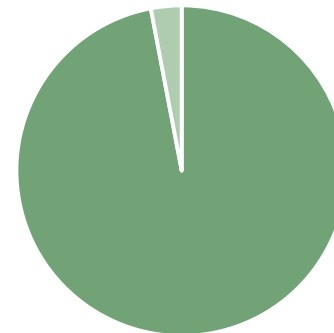
In terms of bonus payments made in the 12 months preceding the snapshot date, the chart below shows that 92% of males received a bonus payment, whereas 97% of females received a bonus payment.

Male Bonus Payments



■ Bonus paid - 92% ■ Bonus not paid - 8%

Female Bonus Payments



■ Bonus paid - 97% ■ Bonus not paid - 5%

px group saw a slight reduction in bonus payments to men against 93% last year with a 1% increase for females from 96% last year.



gender distribution per earning quartile

The table below shows the gender distribution across four equal sized earnings quartiles within the organisation.

In px group there are more men in the most senior, higher paying roles within the organisation, this being a legacy of the traditionally male orientated operational sectors we operate in.

We have seen some positive progress in closing the gap at the upper end during the reporting period, attributed to female appointments during this period.

2018	Lower	Lower Middle	Upper Middle	Upper
Female	43%	12%	8%	6%
Male	57%	88%	92%	94%

2017	Lower	Lower Middle	Upper Middle	Upper
Female	40%	8%	11%	4%
Male	60%	92%	89%	96%



positive actions taken to close the gender pay gap

px group are pleased to report that the gender pay gap has closed during the reporting period and are fully committed to closing the gap further. Positive actions that took place that we believe contributed to the reduction were:

- The appointment of a female Head of HR to the senior executive board
- Continuing to support flexible working, shared parental leave and parental leave to help retain and attract employees
- Continuing our commitment to recruit on merit in line with job role requirements.
- A review, benchmarking and development of our equality policy, salaries, pay principles and strategy to increase inclusiveness and ensure we attract the best candidates and retain employees.



closing the gender pay gap further

The px group is committed to closing the gap further and intend to work towards this via a number of strategies and initiatives including:

- Working with local schools, universities and careers services and sector bodies to provide work experience, talks and assemblies on learning and career pathways in the energy industry and in STEM subjects
- Highlighting the career opportunities for females by sponsoring the inaugural Tees Valley Business Woman Awards
- Promoting women in business, nominating females for industry awards to raise the profiles of successful females in our business
- Actively promoting apprenticeship opportunities to attract female apprentices whilst recognising this can take a number of years to impact on closing of the pay gap.

I can confirm that the data contained within this report is accurate.

A handwritten signature in purple ink, appearing to read 'Mark Kenrick', with a long horizontal stroke underneath.

Mark Kenrick, CEO - px group.
1st April 2019