

px Group Gender Pay Report 2020



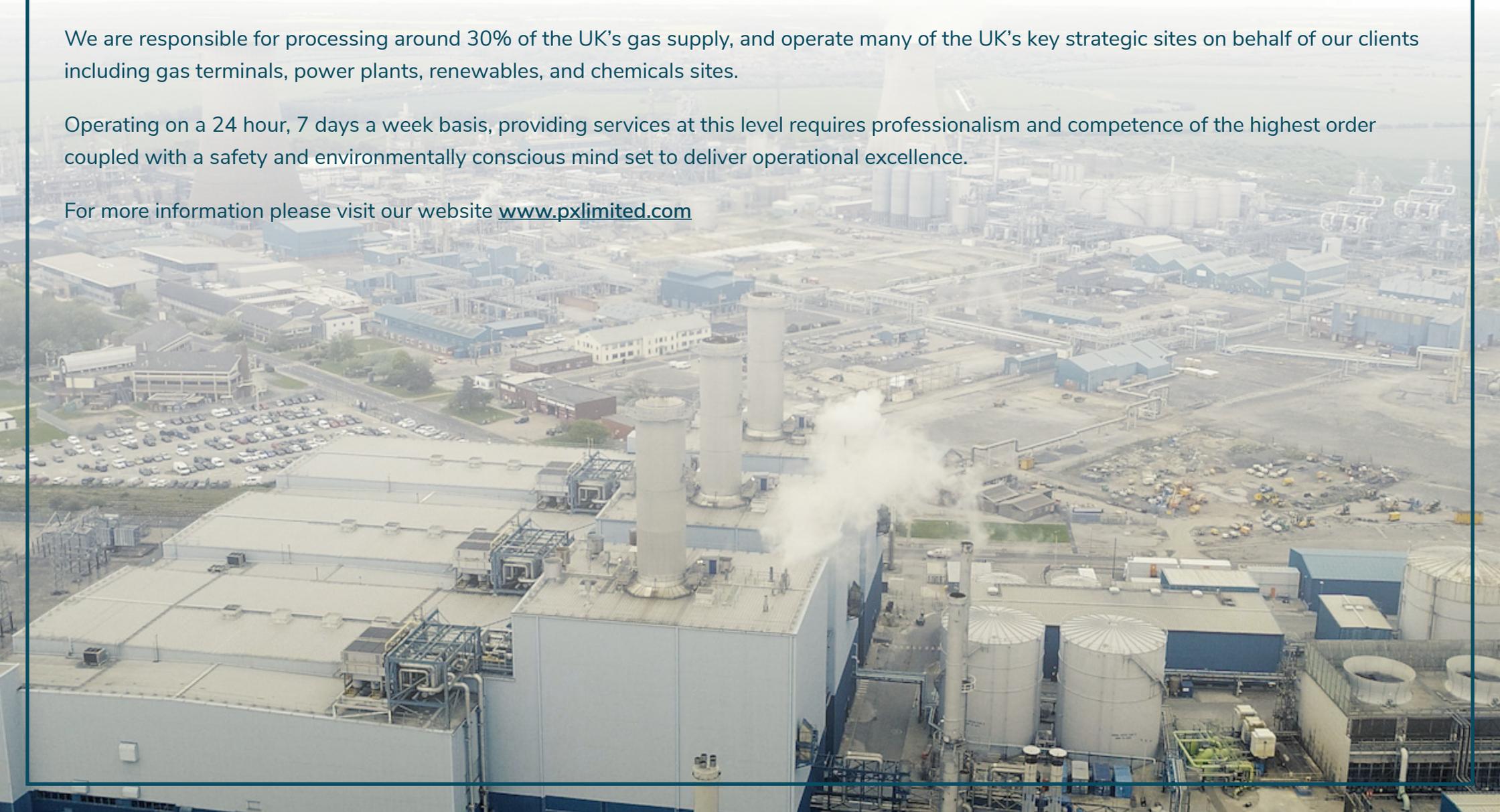
px Group is the leading asset management company for the energy and high hazard industrial sectors, across the renewables, upstream, downstream and midstream markets. We align with our customers' key drivers and are focused on delivering change through energy transition. With a strategic divisional structure focused upon three key delivery areas:

- Projects, Engineering & Consultancy
- Operations & Maintenance
- Energy Management Services

We are responsible for processing around 30% of the UK's gas supply, and operate many of the UK's key strategic sites on behalf of our clients including gas terminals, power plants, renewables, and chemicals sites.

Operating on a 24 hour, 7 days a week basis, providing services at this level requires professionalism and competence of the highest order coupled with a safety and environmentally conscious mind set to deliver operational excellence.

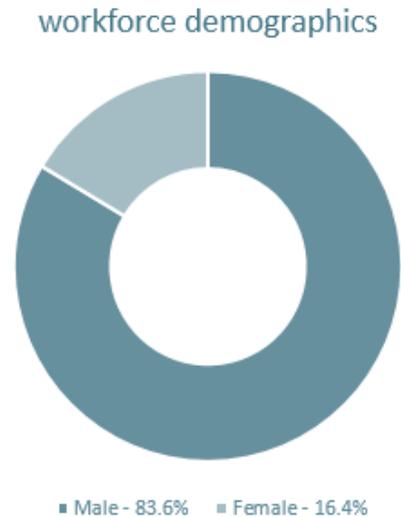
For more information please visit our website www.pxlimited.com



Workforce demographics

As at the snapshot date of the 5th April 2020 px group were operating 12 sites across the UK.

The demographics of the workforce was 83.6% Male, and 16.4% Female for the reporting period. In 2019 the workforce demographics were 83.1% Male and 16.9% Female.



What is the difference between gender pay and equal pay?

The gender pay gap and equal pay are often confused, however they are quite different. The gender pay gap is the difference between the average pay of men compared to the average pay of women within an organisation, across all levels of the business. What this means in practice is that if women do more of the less well-paid jobs, the gender pay gap is usually bigger. Equal pay, on the other hand, is the legal requirement for men and women to be paid the same for performing the same work or work of equal value.

Gender pay gap profile

px Group does have a gender pay and bonus gap when when we compare the overall average hourly pay and bonuses for women and men.

	Mean	Median
Pay Gap	22.1%	39.8%
Bonus Gap	41.8%	47.1%

Our analysis shows:

- Males make up a significant majority of the workforce
- A higher proportion of males are in technical occupations which are typically higher paid
- Females are seen more predominantly in functional support roles, which are typically lower paid than technical occupations
- The majority of senior management roles are held by males, with higher salaries and higher bonus payments
- Females make up the largest proportion of part time workers which means pro-rata payments for bonus payments

Percentage of men and women awarded a bonus



87.2% of males
received a bonus
payment



94.8% of females
received a bonus
payment

Gender distribution by earning quartile

The data below shows the gender distribution across four equal sized earnings quartiles throughout the organisation.

Within px the majority of the workforce is made up by males. The below data shows that males have higher percentages in all quartiles, the highest percentage being in the upper quartile. px has made some progress in increasing the percentages of females in the upper middle and upper quartile.

	Lower	Lower Middle	Upper Middle	Upper
Female	42.4%	9.4%	5.9%	7.7%
Male	57.6%	90.6%	94.1%	92.3%

Closing the gap

Attracting and recruiting more female candidates into the industry, which include;

- Actions towards increasing interest and understanding of STEM in children through events such as;
 - “Children Challenging Industry,”
 - Engagement with schools for regional Scottish Entrepreneurship competitions
 - Attendance at careers fairs.
- All external recruitment is advertised with an aim to creating a more diverse workforce including attracting women into roles traditionally held by men.
- Development of the website to include visible role models with case studies and photos to attract more females . Our website now showcases a range of successful women employed by px.
- We will be carrying out an investigation into STEM friendly advertising methods to ensure we are attracting females to apply for roles.
- Considering flexible working with the roles advertised and whether this is viable. This would be on a role basis dependent on the requirements of that particular role.
- Gender de-coding
Research shows that many words are associated with masculine or feminine stereotypes. These words can unconsciously influence the jobs people apply for. All of our advertised roles are gender decoded to ensure we are using gender neutral language.
- Actively involved in promoting the wide range of careers in our industry through the Tess Businesswomen Awards and the Power of Women Campaign.

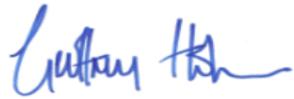
Retaining and progressing the females we already have employed by the business is key in closing the gap. Some of these actions include;

- Our HR Director, Katie Woods-Ruddick has become a member of the cogent skills board. Cogent deliver courses and consultancy solutions that have been developed alongside science industry employers and are underpinned by national standards that meet the regulatory requirements and unique nature of the sector. Cogent are at the forefront of promoting women in industry
- We publish communications to our workforce on STEM week initiatives that are happening on a national level.
- Feature our female employees in positive stories across social media. We have improved our LinkedIn page and will continue to do so.
- We are committed to creating a more inclusive workforce with our 'bring your whole self to work'. Which will include retaining & attracting women within our business.
- px are proud to be sponsoring the Tees Businesswomen Awards since 2018.
- We are supporting men and women in continuing professional development, through a range of learning methods to help in current / future job roles.

The gender pay gap is not a challenge specific to px Group, it is an industry wide challenge. We know our gender pay gap cannot be fixed overnight and will continue to fluctuate as we improve our gender diversity over the coming years. However, by recognising and understanding the makeup of our workforce better, we can tailor our approach to tackling gender diversity.

Declaration

I confirm that the information and data provided in this report is accurate and in line with mandatory requirements.



Geoff Holmes
Chief Executive Officer

