

## Gender Pay Gap Reporting 2021/22

### INTRODUCTION

#### What is Gender Pay Reporting?

Gender pay reporting legislation was introduced in 2017. It requires employers with 250 or more employees on the snapshot date to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The format of what and how it is reported is determined by legislation and it effectively considers all pay, and benefits received by employees during the twelve-month period leading up to 5 April.

Under UK law, the results of the report must be published on the Government Website by April of the following year which is calculated as the snapshot date of 5 April 2021.

#### What does this mean for SPL Powerlines UK Ltd?

SPL Powerlines UK Ltd is part of the Powerlines Group with the registered UK office in Coatbridge, Scotland which is registered on company's house. SPL Powerlines UK Ltd is a growing business that has had an increase in headcount during 2021/2022 despite the COVID19 pandemic which was anticipated.

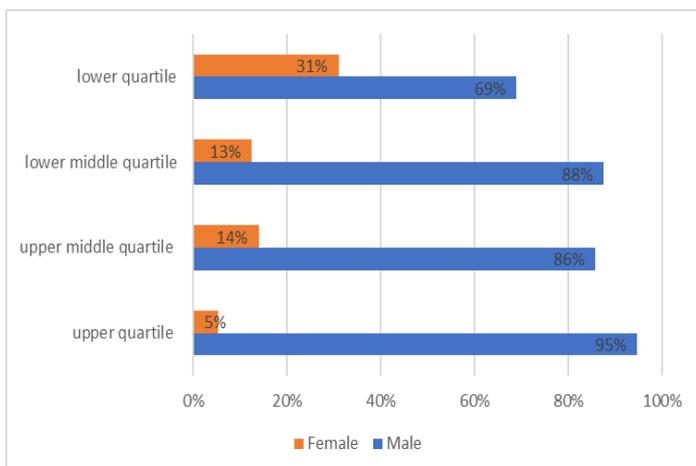
#### Gender Pay Gap v Equal Pay

Gender Pay reporting demonstrates the difference in the average pay between all men and women in a workforce.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The following graph shows the workforce split into four equal-sized groups based on pay, the lower quartile (the lowest-paid 25% of employees) through to the upper quartile (the highest paid 25% of employees)

**Pay by Quartiles by Gender and calculations**



\*The figures set out above have been calculated using the standard practices defined using the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## **Understanding the Gender Pay Gap**

The Rail industry, along with the Construction and Engineering industry is historically a male dominated industry particularly within the delivery and continues to be so particularly within higher paid roles such as Project Management, Engineering and Design disciplines.

Within the current business, SPL Powerlines has increased its female workforce within the lower quartile by a large percentage resulting in the overall gender pay gap reducing.

To continue to reduce the gender pay gap in the upper percentiles within not only our business but the Rail Industry, there needs to be an increase in the number of female employees conducting more senior roles and more specialised disciplines within the industry.

## **SPL Powerlines Strategy - gender pay gap**

We are aware that within the Rail industry the gender pay gap is significant , whilst it has reduced the gap within SPL Powerlines and other companies of a similar size is comparable. This continues to be reviewed on an ongoing basis in accordance with equality and diversity within the company.

During our recruitment process we ensure all applicants and interviews are documented and we adhere to company policies and procedures within the business.

We continue to promote the company and Rail industry at all levels including Schools, Colleges and Universities, the local areas as well as actively seeking apprenticeships and graduates to look at succession planning and to address skills shortages in certain disciplines, however, the company has minimal influence on the education and career choices of individuals during these stages.

- SPL Powerlines is committed to develop our presence within the education establishments in all areas of the business and geographical locations as well as monitoring our ongoing recruitment drives.
- Continuous improvement with our recruitment and retention as well as internal development.
- Benchmarking is undertaken on a regular basis to identify increases and stabilising in certain disciplines against market intel and additional research.

As has been demonstrated this continued strategy has continued to make a difference overall to the average % differences within the company and start to align male/female banding which will continue during 2022.

This statement has been prepared by HR and approved by:

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Date: 6<sup>th</sup> March 2022