



# 2024 Gender Pay Gap Report



# Gender Pay Gap Report

Our gender pay gap report for 2024 shows there has been an increase in the gap compared to last year. Whilst we work to understand the causes of this, and identify our countermeasures, we remain dedicated to narrowing this divide. In order to be an employer of choice, we understand that we must attract and retain exceptional talent. This is both vital for our commercial success and for fostering a thriving workplace culture. Our approach to reward and recognition remains flexible, allowing us to address the unique needs of each individual within our team.

Central to our organizational values is the principle of fairness and inclusion. We wholeheartedly embrace the implementation of pay gap reporting as a means to drive accountability and transparency. As an equal pay employer, Engenda Group ensures that all employees receive fair compensation for their work, regardless of gender.

Recognizing the gender imbalances prevalent within our industry, we are actively working towards addressing these disparities. Our initiatives include the redesign of policies and practices, a critical examination of our learning and development approach, thorough scrutiny of our selection processes, and substantial investments in our corporate social responsibility endeavours. Moreover, we maintain an open dialogue with our workforce, continually seeking feedback to inform our improvement efforts.

We acknowledge that there is still significant progress to be made. We remain steadfast in our belief that the Engineering Construction Industry must continue striving to attract and retain a diverse workforce. Engenda Group takes pride in playing a role in advancing this collective goal.

## Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Lee Foundation, Managing Director, Engenda Group

## Gender Pay Gap Overview

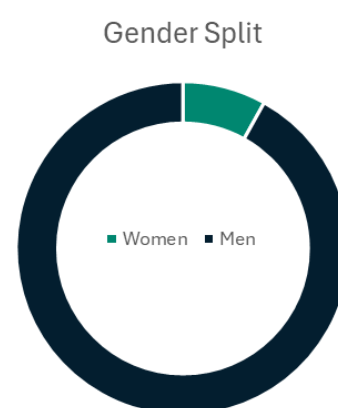
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This report examines the gender pay gap within our organisation. We collected our data on 8<sup>th</sup> April 2024. Gender pay gap is not the same as equal pay. Equal pay is the right for all to receive equal pay for carrying out work of equal value. The gender pay gap shows the difference in the average earnings between all men and all women across our organisation. We show this as two measures:

- The mean gender pay gap = the difference between the mean hourly rate of pay of men employees and that of women employees.
- The median gender pay gap = the difference between the median hourly rate of pay of men employees and that of women employees.

On 8<sup>th</sup> April 2024, we employed 507 people; 41 women (8.09%) and 466 men (91.91%). Although the percentage of women within the business has increased steadily from 7.2% in 2018, it has fallen from 13.58% compared to last year.

Our mean gender pay gap is 36.59% which has increased from 27.43% in 2023. Although our overall trend since 2018 shows an improvement from 37%, we hope that this year's performance is an anomaly which we explore below. The median gender pay gap in hourly pay is 35.21%, up from 25.48% in 2023, yet a significant improvement on 2018 from 44%.

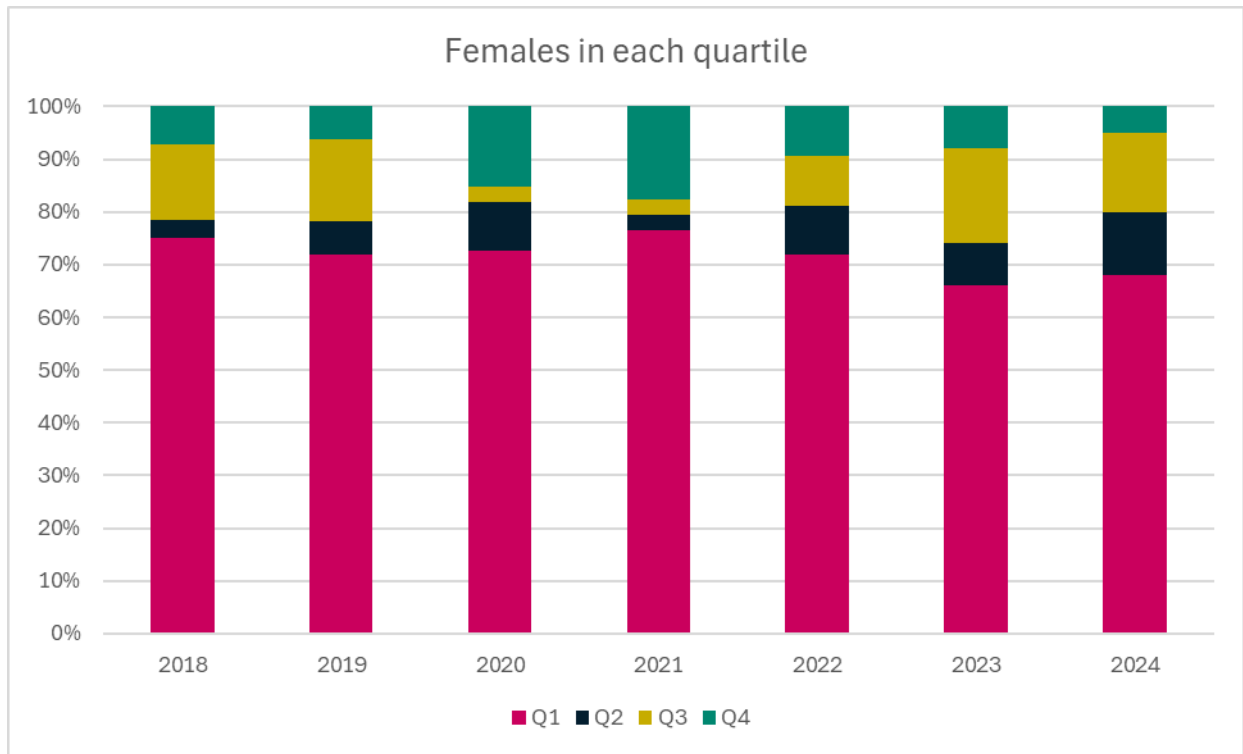


Bonuses paid in 2024 were based on 2023 performance. The use of bonuses within reward packages is limited to specific roles. As such bonus payments were achieved by 1.9% of men and 2.4% of women.

Although we are recruiting and retaining more women today than in previous years, we still have an under-representation across quartiles 2, 3 and 4. This is reflective of our industry and goes some way to explaining our gender pay gap. We continue to have an over representation of women across administrative and entry level roles that typically feature within the quartile 1.

The figures for 2024 have deviated from our year on year improvement trend and we believe this to be a consequence of two elements. Firstly we have seen an over representation of women in our voluntary attrition from the Design Engineering teams. Secondly in 2024, there was a significantly higher than average pay award for those in trade based roles covered by a collective agreement. Given this group is populated almost exclusively by men, the gap between men and women was widened.

Our internal activity to improve inclusion remains a priority in an effort to close the gender pay gap. Specifically, we will continue our activity on promoting Engineering to school students via outreach work, we will continue to assess our working environment including our terms and conditions with a view to improving inclusivity, and we will continue our internal work on career development.



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