



**Engenda**  
Group

# 2022 Gender Pay Gap Report



# Gender Pay Gap Reporting

The Engenda Group Board of Directors are committed to ensuring Engenda Group is an employer of choice. We believe that attracting and retaining the best talent is vital for commercial success. Our flexible approach to reward and recognition allows us to cater for the varying needs of our workforce.

Fairness and inclusion are central to our values and we welcome the introduction of pay gap reporting. Engenda Group is an equal pay employer, ensuring equal work receives equal pay. We are working towards addressing the gender imbalance within our industry. The action we have taken includes re-designing our policies and practices, questioning our approach to learning and development, interrogating our selection processes and investing in our CSR activities. We engage with our workforce to ensure we are continually improving. It is encouraging to see an improvement in our metrics since taking this approach and we acknowledge there is still a lot of room for improvement.

We believe the Engineering Construction Industry has more progress to make with regards to attracting and retaining a diverse workforce and Engenda Group is proud to be contributing towards this.

## Declaration

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

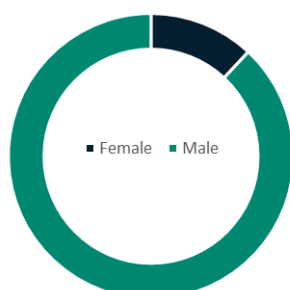
Lee Foundation, Managing Director, Engenda Group

# Project Overview

This report examines the gender pay gap within our organisation. We collected our data on 3<sup>rd</sup> March 2022. The gender pay gap shows the difference in the average earnings between all males and all females in an organisation. We show this as two measures:

- The mean gender pay gap = the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- The median gender pay gap = the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender Split



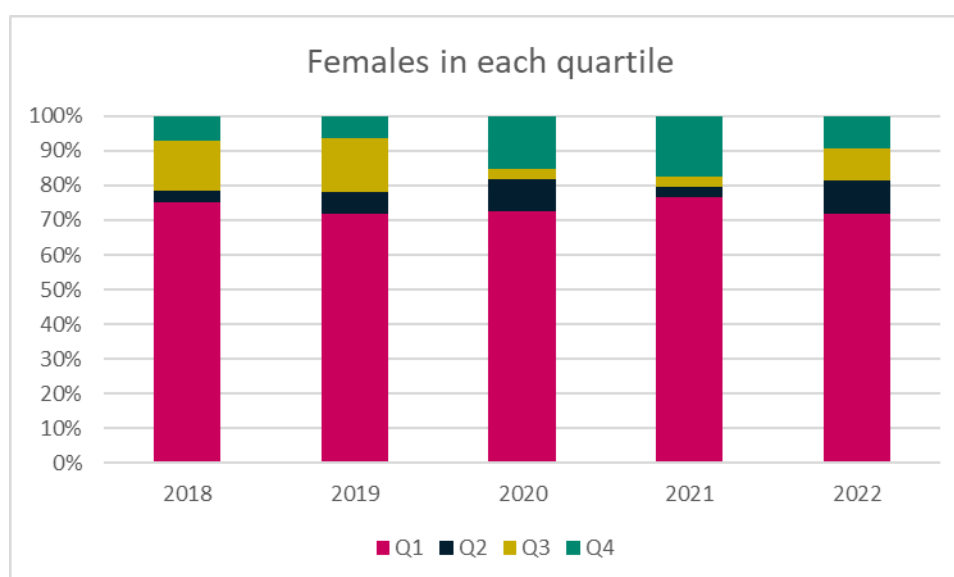
At 3<sup>rd</sup> March 2022, we employed 268 people; 32 females (11.94%) and 236 males (88.06%).

Our mean gender pay gap is 28.18%, which remains a sustained improvement since we began formally measuring in 2018 (37%), however this is a slight increase on 2021 (24.50%). The median gender pay gap in hourly pay is 28.22%, down from 30.60% in 2021 and which is a significant improvement on 2018 (44%).

Bonuses were achieved by 0.4% of males and 3.1% of females. As the same value was achieved for all, the mean bonus gap and median bonus gap is 0%.

The under-representation of females within Engenda Group and our industry goes some way to explaining our gender pay gap. In addition, we have an over representation of females in the admin and entry level roles that are typically paid in the lower quartile.

Our internal activity to improve diversity in the workforce has led to an encouraging result in a number of business areas. For example, 12 of the 32 females are actively participating in career development activity. We have also seen an increase in applications from female applicants to roles that are typically found in quartiles 2 and 3. However it appears that our activity to improve inclusion requires further effort. We can see strong retention rates of females in quartile 1, however very weak retention rates of females in quartiles 2 and 3. Whilst it would be easy to write recent resignations off a consequence of the pandemic, we believe there is a need to analyze the reasons behind all resignations in order to improve our inclusion activity.





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