



**Engenda**  
Group

# 2023 Gender Pay Gap Report



# Gender Pay Gap Report

Our Board of Directors are committed to ensuring Engenda Group is an employer of choice. We believe 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 individuals within our team.

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 that 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.

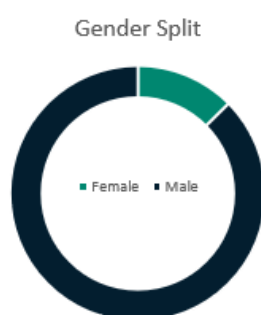


Lee Foundation, Managing Director, Engenda Group

## Gender Pay Gap Overview

This report examines the gender pay gap within our organisation. We collected our data on 20<sup>th</sup> March 2023. 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 employees and that of female employees.
- The median gender pay gap = the difference between the median hourly rate of pay of male employees and that of female employees.



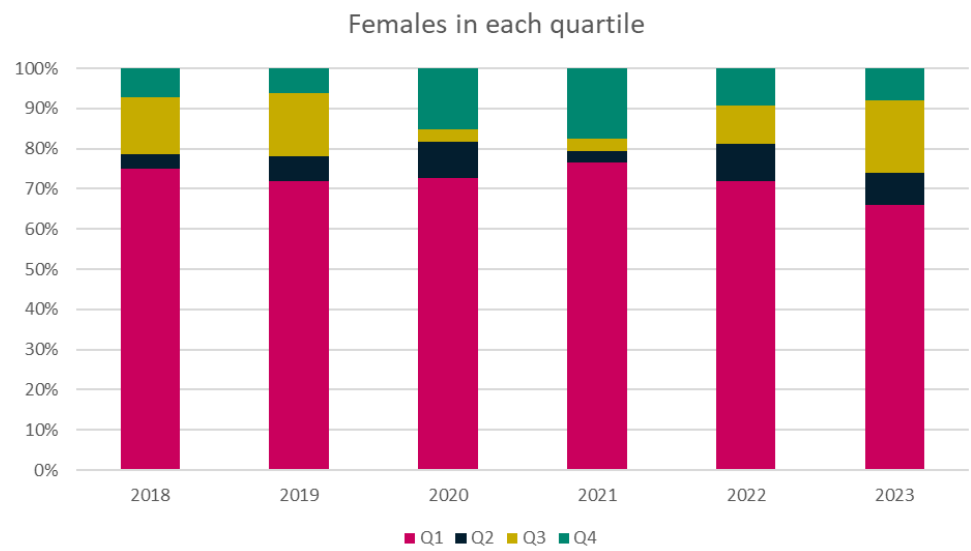
On 20<sup>th</sup> March 2023, we employed 302 people; 38 women (12.58%) and 264 men (87.42%). The female representation within the business has increased steadily from 7.2% in 2018.

Our mean gender pay gap is 27.43%, which remains a sustained improvement since we began formally measuring in 2018 (a reduction from 37%). The mean gender pay gap has also slightly decreased by 0.75% since 2022 (from 28.18%). The median gender pay gap in hourly pay is 25.48%, down from 28.22% in 2022 and is a significant improvement on 2018 (from 44%).

Bonuses paid in 2023 were based on 2022 performance. The use of bonuses within reward packages is limited to specific roles within the Group and 2022 performance was still somewhat affected by the pandemic. As such bonus payments were achieved by 1.9% of men and 0% 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.

Our internal activity to improve diversity in the workforce has led to encouraging results in several business areas. For example, 30% of women are now actively participating in career development activity. Our external activity has enabled the recruitment of multiple women into technical engineering roles within our EPC division, increasing representation within quartile 3 (increasing from 9% in 2022 to 18% in 2023). Although these results are promising, our 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.





# Engineering Change

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