



PONTICELLI
UNITED KINGDOM LTD

**GENDER
PAY GAP
REPORT**

APRIL 2022

PONTICELLI UNITED KINGDOM LTD.

WHO ARE WE



Ponticelli UK Ltd. is the UK subsidiary of Ponticelli Frères, an independent and family-owned Group, which provides services to major players in the energy industry and infrastructures, accompanying them all over the world in the design, construction and maintenance of their facilities to guarantee long-term safety and performance excellence.

OUR EMPLOYEES



In the UK, Ponticelli employ approximately 400 employees onshore and offshore on installations on the UK Continental Shelf.

OUR VALUES



Union, Work, Wisdom

We strive to create a culture of diversity and inclusion, providing equal opportunities for both men and woman.



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“Ponticelli UK Ltd are committed to achieving gender balance across our organisation and creating a culture of inclusion in everything that we do.

We recognise that our diverse workforce is our biggest asset and are dedicated to creating an inclusive environment that attracts new talent, develops existing employees and retains a diverse workforce.

This is our first **Gender Pay Gap Report**, having entered the UK market in 2020. As we settle following the TUPE transfer of our UK workforce, we recognise that there are areas where improvements can be made and we are committed to working on these to reduce our gender pay gap and play our part in achieving Vision 2035. ”



Olivier Renaud
Director



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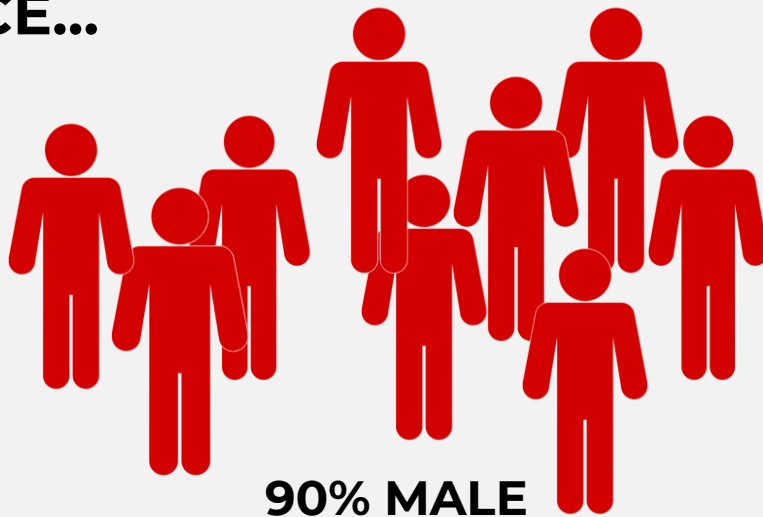
The background of the right side of the page features a large offshore oil rig in the ocean under a blue sky. The rig is a complex structure of yellow and grey metal, with various pipes and cranes. The water is dark blue with some whitecaps. The sky is a clear, bright blue.

OUR 2021 GENDER PAY GAP RESULTS

In line with the UK Gender Pay Gap Regulations, all companies with 250 or more employees are required to publish details of their gender pay gap and bonus gap.

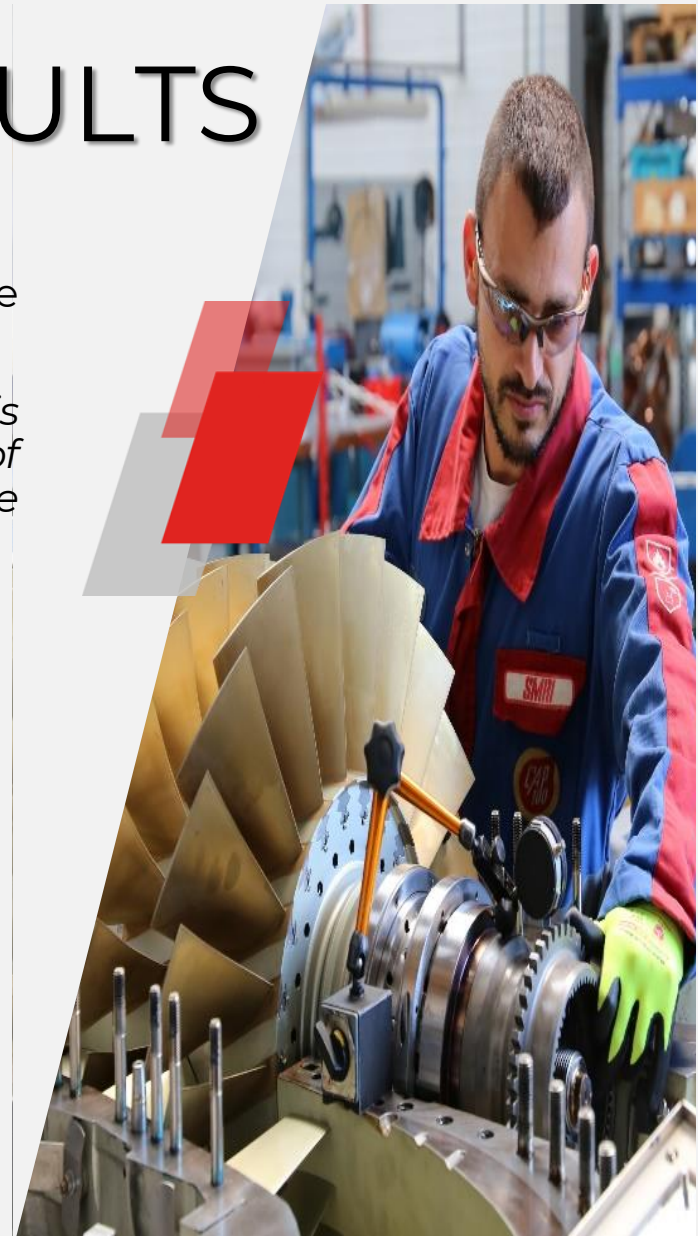
It is worth noting that **Gender Pay Gap** and is not the same as **Equal Pay**: **Gender Pay Gap** - is concerned with the differences in the average pay between men and women, regardless of their role. **Equal Pay** - refers to the pay differences between men and women who carry out the same or similar jobs.

WORKFORCE...



90% MALE

10% FEMALE

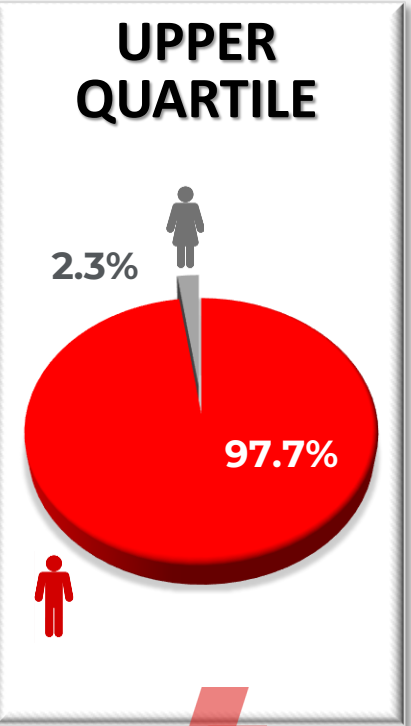
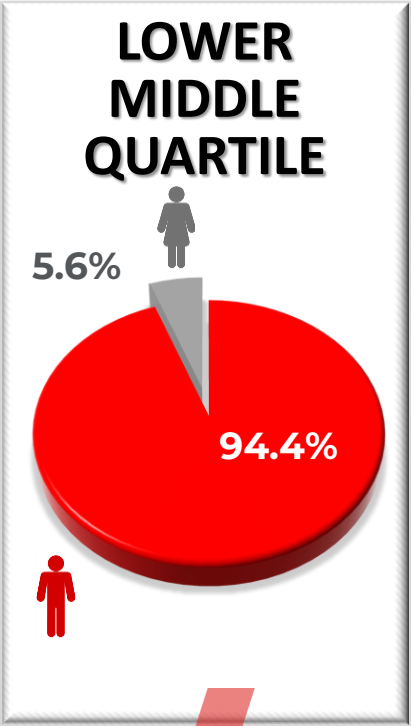
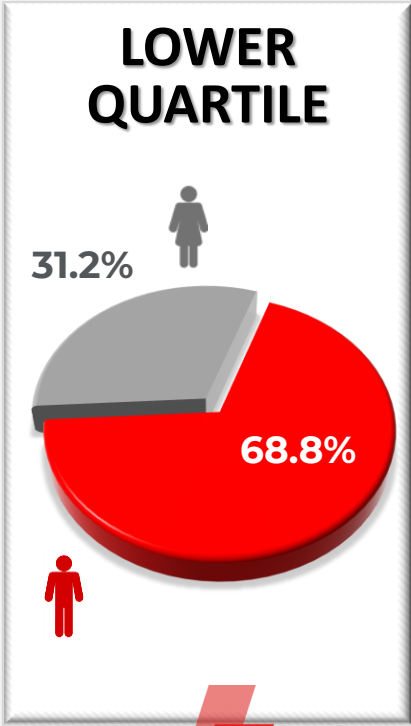


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OUR 2021 GENDER PAY GAP RESULTS

Gender split by quartile:

The proportion of **male** / **females** in each four quartile



OUR 2021 GENDER PAY GAP RESULTS



32%

The difference in **MEAN PAY** of MEN and WOMEN

The difference in **MEDIAN PAY** of MEN and WOMEN



35.9%



-17.6%

The difference in **MEAN BONUS PAY** of MEN and WOMEN

The difference in **MEDIAN BONUS PAY** of MEN and WOMEN



-67.5%

BONUS PAYMENT

86.6%



11.4%



The percentage of MEN and WOMEN who receive a **BONUS PAYMENT.**

MEAN and MEDIAN: The gender pay gap shows the difference between the MEAN (*average*) and the MEDIAN (*mid-point*) PAY and BONUS EARNINGS of male and female employees, expressed as a percentage of male employees' earnings.

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ANALYSING OUR GENDER PAY GAP



The Gender Pay Gap is a calculation that compares the rates of pay for all employees within the organisation.

The Gender Pay Gap is influenced by many factors, including industry sectors and societal norms and does not consider differences in job function, job level, qualifications and experiences.

1. A greater number of males in technical roles and more females in support roles; typically technical roles attract a higher salary than support roles
2. More males in senior positions within the company, senior roles attract a higher salary.
3. Bonus payments are applicable in line with Client requirements for offshore employees, with the predominance of males in these roles.

These demographics are reflective of the oil and gas industry, whereby the predominance of men in the offshore sector have influenced our gender pay gap. We are committed to taking steps to change this.



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WHAT WE'RE DOING TO REDUCE OUR GENDER PAY GAP

ATTRACT

We are reviewing our recruitment processes to ensure they are inclusive, transparent and free from bias. We are working with industry bodies to engage and promote diversity within our apprentice programmes.

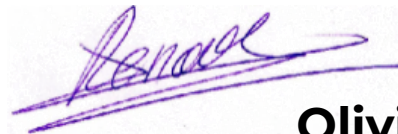
DEVELOP

We are reviewing our training and competency development practices to ensure transparent and equal opportunities for everyone.

RETAIN

We are reviewing and promoting our benefits that appeal to a diverse workforce and endeavour to offer a flexible working environment that matches lifestyle expectations.

I confirm that our UK gender pay gap calculations are accurate and meet the requirements of the regulations.



Olivier Renaud, Director



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