

Gender Pay Gap Report

April 2025



Who We Are

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.

Within the UK, Ponticelli employ approximately 500 employees onshore and offshore on installations on the UK Continental Shelf.

/ Our Commitment

Ponticelli's vision is to be an employer of choice. Attracting, developing, retaining high performing people, irrespective of gender or any other personal characteristics.

At Ponticelli we are committed to equal pay for equal work, as well as implementing policies and processes which proactively address the gender pay gap.

/ Our Values

At Ponticelli, we recognise the value of a diverse workforce and strive to create a culture of diversity and inclusion, providing equal opportunities for both men and women.



Safety



People



Wisdom



Performance



Integrity

Opening Message



**Benoît
Lamoussière**

*Ponticelli UK
Managing Director*

At Ponticelli UK, we are committed to creating a fair, inclusive and respectful workplace where everyone has the opportunity to develop, progress and be rewarded equitably. Publishing our annual Gender Pay Report is an important part of this commitment and reflects our belief in transparency and accountability.

Our 2025 gender pay results show a continued gender pay gap within our organisation. This gap does not reflect unequal pay for equal work — men and women performing the same roles at Ponticelli UK are paid equally. Instead, the gap is driven by the distribution of men and women across different roles and levels of seniority, particularly within higher-paid technical, offshore and leadership positions where women remain under-represented.

We recognise that this is a challenge shared across our industry, but we do not view this as a reason for inaction. Closing the gender pay gap requires long-term, sustained effort to attract, retain and develop female talent at all levels of the organisation.

During 2025, we have continued to invest in leadership development, inclusive behaviours and talent progression through initiatives such as the PBS Grow Leadership Programme, inclusive leadership training, and targeted wellbeing and inclusion activity. These programmes are designed to strengthen our leadership pipeline, embed inclusive decision-making and support progression into senior and specialist roles.

While meaningful change will take time, we are focused on sustained year-on-year progress through targeted attraction, retention and progression of female talent into higher-paid and leadership roles. By focusing on inclusive culture, fair opportunity and long-term workforce balance, we are confident that Ponticelli UK is taking the right steps towards reducing our gender pay gap and building a more diverse and inclusive organisation for the future.

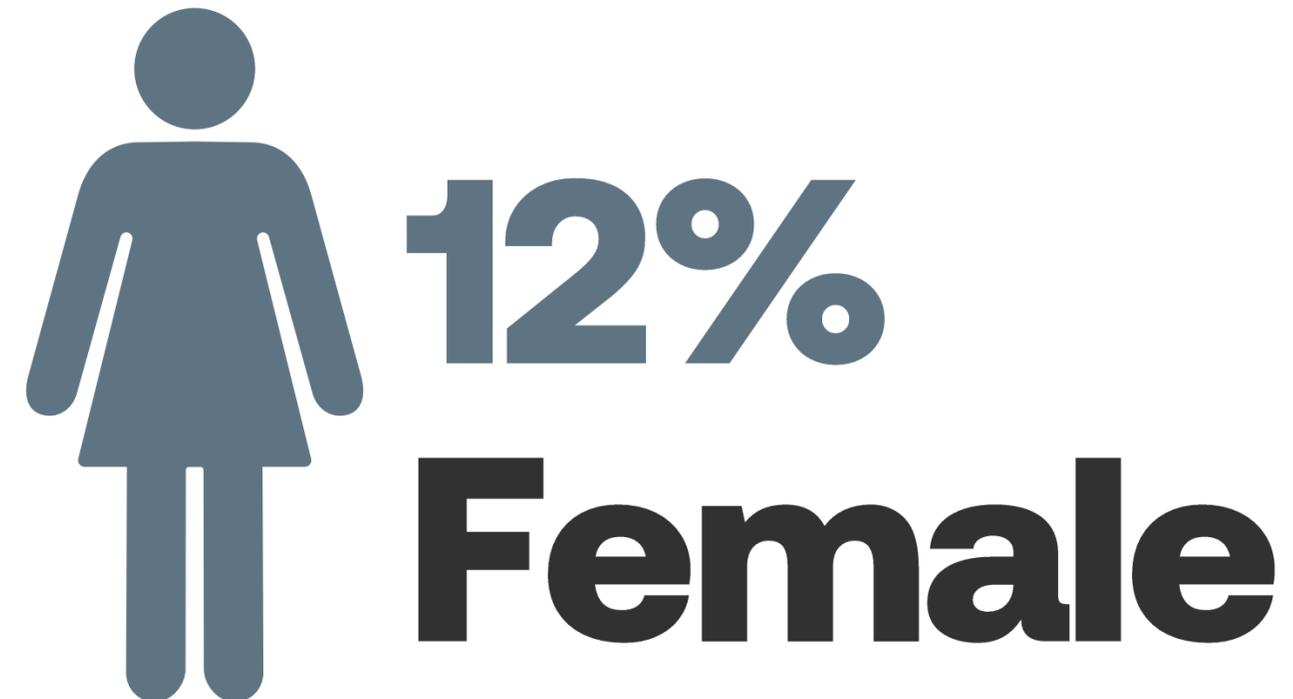
Our 2025 Gender Pay Gap Results

Workforce:

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** is not the same as;

- **Equal Pay: Gender Pay Gap:** 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.



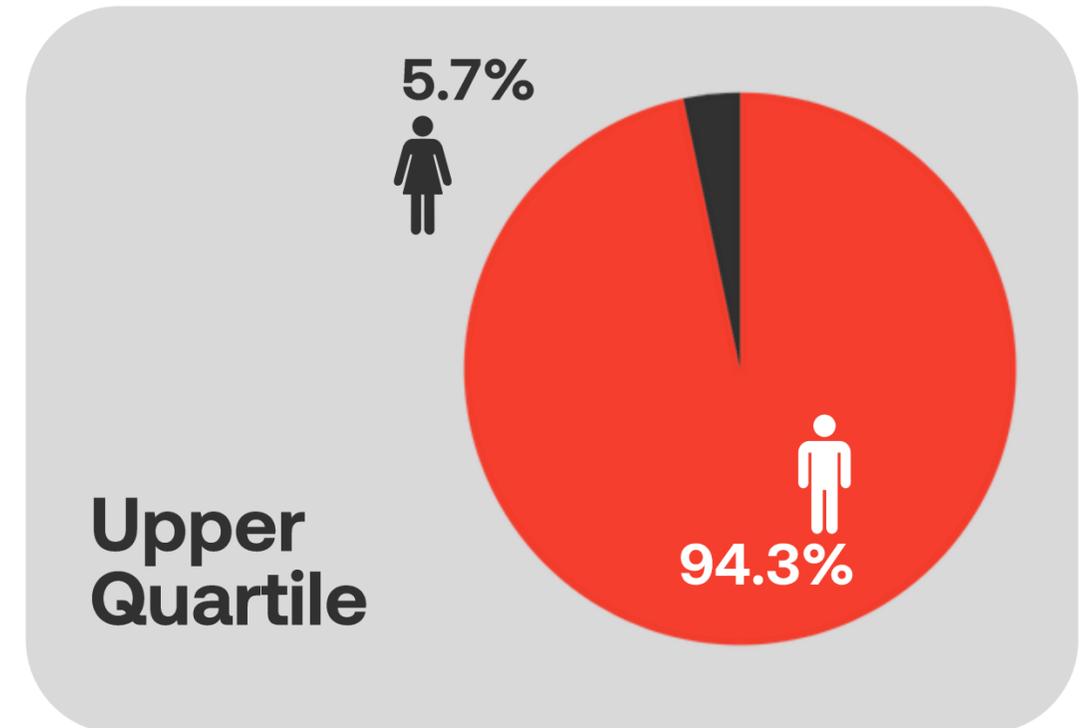
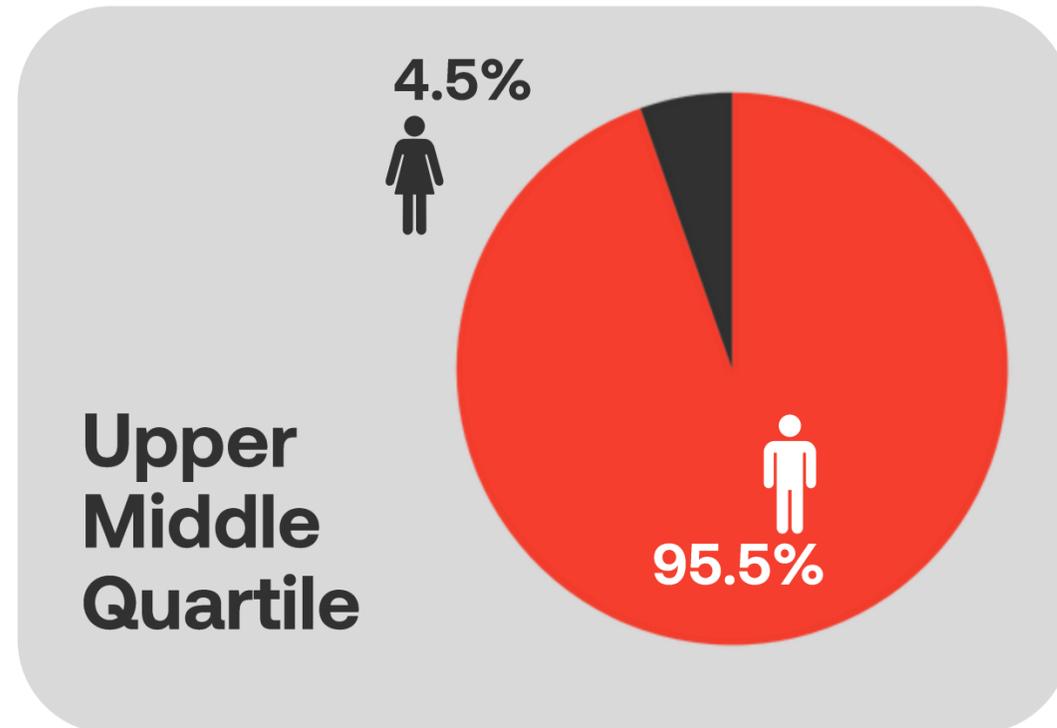
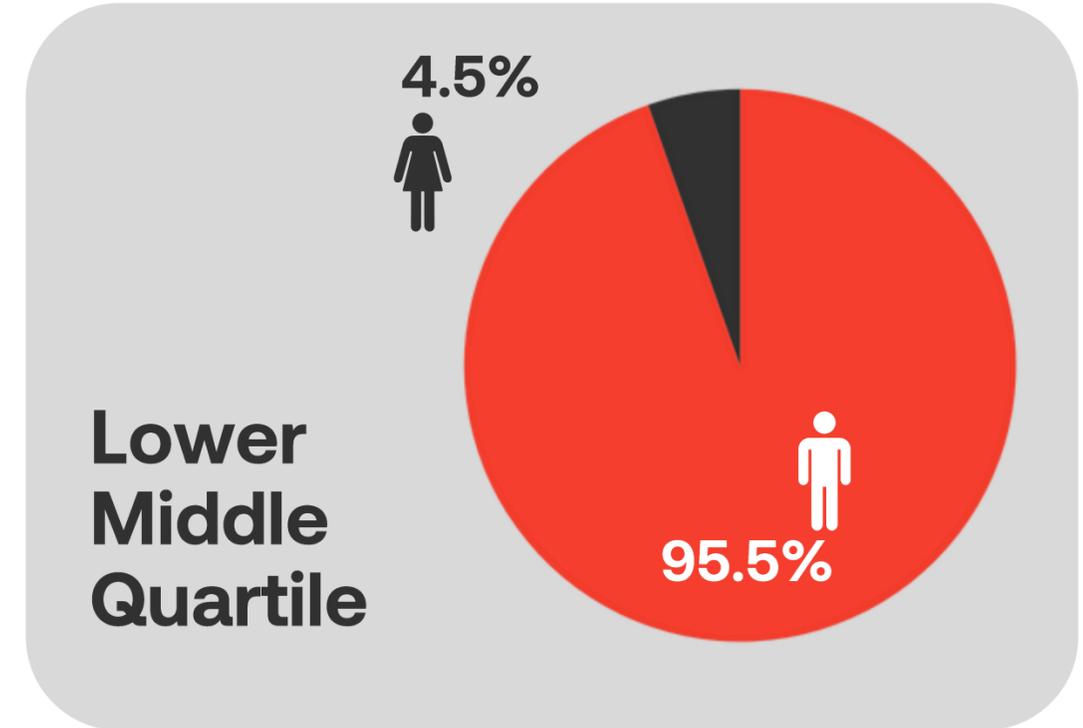
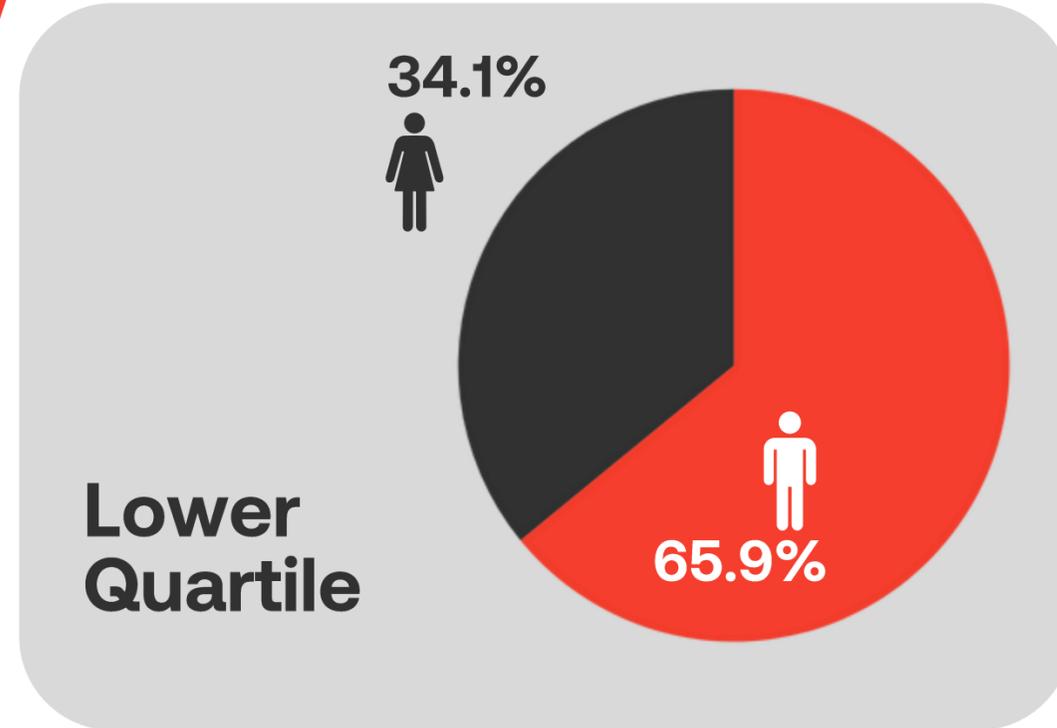
Workforce composition remains a key structural driver of our gender pay gap.

Gender Split By Quartile

The proportion of male / females in each quartile



*Female representation is lower in the middle and upper pay quartiles.



Our 2025 Gender Pay Gap Results*

The percentage of
Men & Women
who receive a
Bonus Payment



97.7%

98.1%



Bonus participation is high and broadly equal across genders. However, bonus values vary significantly by role type, seniority and offshore deployment, which continues to influence the bonus pay gap.

Mean & 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.

Mean Pay
24.8%

Difference in Mean
Pay of Men & Women

Median Pay
27.5%

Difference in Median
Pay of Men & Women

Mean **Bonus Pay**
11.1%

Difference in Mean
Bonus Pay of Men &
Women

Median **Bonus Pay**
45.4%

Difference in Mean
Bonus Pay of Men &
Women

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, qualification and experiences.



Notwithstanding our efforts, 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.

Key Findings in 2025

98.1%

1. Workforce Composition

- Men remain over-represented in technical, offshore and operational roles, which typically attract higher rates of pay. Women are more commonly represented in support and lower-paid roles, contributing to the overall gender pay gap.

2. Representation Across Pay Quartiles

- Female representation decreases across the middle and upper pay quartiles, reflecting lower representation in higher-paid technical and leadership roles.

3. Gender Pay Gap Position

- The mean gender pay gap for 2025 is **24.76%**, with a median gender pay gap of **27.48%**. These figures reflect the distribution of men and women across roles and levels, rather than differences in pay for the same work.

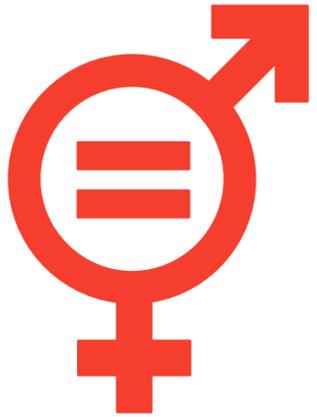
4. Bonus Pay Gap

- Bonus participation remains high and broadly equal (98.06% of men and 97.67% of women). The mean bonus gap reduced to 11.12%, reflecting changes in the overall distribution of bonus values, while the median bonus gap remains higher at 45.44%, indicating that higher-value bonuses remain concentrated in roles where female representation is limited.

Year-on-Year Movement (2024–2025)

- Mean & median gender pay gaps reduced
- Mean bonus gap reduced significantly
- Median bonus gap increased
- Female representation in higher pay quartiles remains limited

Taking Action To Close The Gap



Attract

- We utilise inclusive and transparent recruitment practices to ensure fairness at every stage of the hiring process.
- We continue to collaborate with industry bodies such as APTUS to encourage gender diversity within our apprentice programmes.
- We continue to work with the Young Person's Guarantee to support young talent in their professional development, helping them build successful careers in the energy industry.



Develop

- Ongoing investment in leadership and capability development through the Grow Leadership Programme, with a strong focus on inclusive leadership behaviours.
- Inclusion, unconscious bias and wellbeing form part of our wider development offering to support fair decision-making and progression.
- Introduction of mentoring and development opportunities to support female career progression into higher-paid and leadership roles.



Retain

- We have flexible working policies to support work-life balance and appeal to a diverse workforce.
- We offer enhanced family-friendly benefits to support employees at different life stages.
- We are actively addressing pay equity concerns by ensuring fair compensation policies.
- Strengthened focus in 2025 on employee engagement and data-led insight to inform future diversity and inclusion priorities.

/Declaration

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



**Benoît
Lamoussière**

Ponticelli UK Managing Director

PONTICELLI

UNITED KINGDOM

19 Abercrombie Court
Arnhall Business Park
Prospect Road
Westhill
Aberdeenshire
AB31 6FE

www.ponticelli-uk.com

