

# Gender Pay Gap Report

## Gender Pay Gap Reporting:

Gender Pay reporting legislation requires employers with 250 or more employees to publish data each year showing how large the pay gap is between their male and female employees. This legislation came into effect from 5 April 2017.

To confirm, Gender Pay reporting is a different requirement to carrying out an equal pay audit.

## Company Overview:

Altrad NSG Limited (ANSG) is part of the Altrad Group, one of the leading international industrial service groups. ANSG's business activities include scaffolding, rope access, insulation and painting.

ANSG operate within several market sectors including marine, rail and infrastructure, oil and gas (on and offshore), chemical and process industries, utilities and power, engineering and construction.

## Industry Overview:

Industrial services and construction are industries which require a variety of different skills and abilities. It is important that people from different backgrounds, life experiences and abilities are employed and continually trained to enable the industry to achieve high level of skills and expertise.

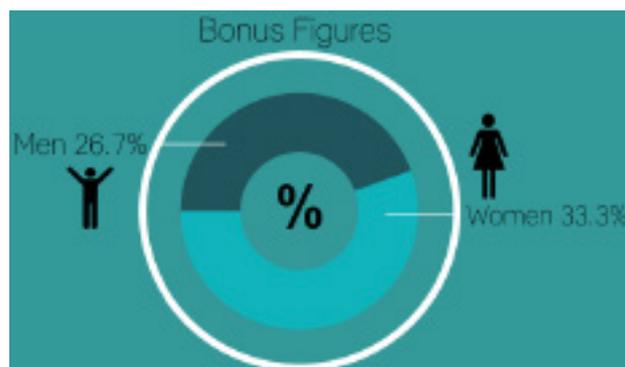
Women are currently underrepresented in construction and particularly the scaffolding industry. Approximately 12% of construction workers are female with less than 2% working manually on construction sites. There are currently only six female qualified scaffolders in the UK with approximately 50,000 men qualified.

## Headline Gender Pay Gap Figures:

The gender pay gap is set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the data below has been calculated using the standard methodologies at the snapshot date of 5 April 2017. The table below shows the mean and median gender pay gap based on hourly rates of pay and the difference between bonus payments;

	Mean	Median
<b>Women's Hourly Rate</b>	18.5% lower	19.7% lower
<b>Women's Bonus Pay</b>	8.2% lower	8.0% lower

The table below shows the proportion of men and women who received a bonus in the year up to and including the snapshot date of 5 April 2017



## Gender Pay Gap Report

The table below shows the gender distribution across four equally sized pay quartiles

Quartile	Male	Female
Upper	98.1%	1.9%
Upper Middle	97.1%	2.9%
Lower Middle	99.0%	1.0%
Lower	91.4%	8.6%

### Why we have a gender pay gap:

ANSG is confident that men and women are paid equally for doing equivalent jobs across the company.

The main reasons for our gender pay gap are an imbalance of male and female colleagues across the business (with women accounting for less than 4% of the total workforce at the snapshot date) along with the types of roles males and females are employed to do in our business.

Across the business there are a variety of roles but the highest proportion of these are attributed to "Trade" careers such as scaffolding, thermal insulating and painting which attract higher pay job rates commensurate with the industries, locations and environments in which they operate. These roles are not currently occupied by any women and this is reflective of the industry in which we work.

### How we are addressing the pay gap:

We see a future for women in the construction industry and we are keen to assist with that progression. We aim to recruit from the widest possible talent pool and are committed to the principle of equal opportunities and equal treatment for all individuals.

Once we have employed our staff, we want them to stay with us. To ensure a positive and sustainable effect in the long term we support all employees with their development and progression. Regular appraisals highlight any development needs or aspiring career moves and we run a bespoke internal leadership programme to develop the skills of our current and future managers. Flexible working policies are encouraged across all areas of the business.

### Accuracy Statement:

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.



**Rob Callaghan**  
Finance Director