

Gender Pay Gap Report 2018

Introduction

Applus are committed to creating an equal and diverse workplace for all employees. We believe this creates an environment where workers excel and provide results for both themselves and the company.

As required by UK legislation, employers with 250 or more relevant employees are required to publish gender pay gap information by April 2019. This report has been prepared in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Applus currently have 4 UK entities but this report will only provide detail for Applus RTD.

The gender pay gap is the difference in the average earnings between men and woman, regardless of the roles they do and is different to equal pay which looks at pay differences between people carrying out the same or comparable work. Applus are confident that roles are defined and salaries set for each role regardless of gender and are benchmarked using market data and benchmarking reports.

Relevant employees at snapshot date (1st April 2018):

252

Gender Balance



Male

87.7%



Female

12.3%

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Base Pay	% Gap
Mean	45.2%
Median	44.7%

Quartiles		
Band	Males	Females
A Upper Quartile	100%	0%
B Upper Middle Quartile	92.1%	7.9%
C Lower Middle Quartile	95.2%	4.8%
D Lower Quartile	63.5%	36.5%

Bonus	
Mean	-192.5%
Median	-1432.7%

The snapshot data in which the above figures were determined was prior to the annual bonus payments within Applus. The calculated bonus figures therefore have been based on production bonuses predominantly paid to technicians for varying outage results, the workforce in this area is male dominated. Bonuses can also be given in non-monetary form.

Percentage of workforce receiving a bonus



Male

21.82%



Female

0.79%

Addressing the Gap

You will see from the reported information that at the time of the snapshot Applus's total female workforce stood at only 12.3%. This is not uncommon in the industry we work in, where males make up the majority of the technical workforce. These roles are typically higher paid than the functional support roles that are more commonly occupied by females. The people within the technical workforce also tend to work extra hours rather than opting for reduced hours or flexible working.

Applus are committed to continuing to look at ways to increase the female headcount and have worked closely with ECITB in promoting STEM events helping to encourage women into the field of science, technology, engineering and mathematics. We have seen an improvement in the recruitment of female apprentices with an increase in 2018 by 65% a 15% rise since 2017. We hope to continue this trend and widen our talent pool by attracting more women to our organisation and by continuing to develop through our training and development programme we will increase opportunities for internal promotion.

Our recruitment strategy ensures we secure the best talent available for all positions across our organisation and to treat all applicants fairly and consistently. To help facilitate this we have reviewed our recruitment processes, encouraging skills based assessment tasks and using structured interviews. We also reflect the many benefits we offer in our recruitment advertising, in particular flexible working options and career development opportunities. We offer enhanced maternity and paternity pay and support for carers.

By actively engaging in the Women in Engineering days we are helping to raise the profile of women in engineering and highlight the opportunities to females in our industry. This is an ongoing commitment that may take several years for us to see tangible results.

Across the whole UK economy men are more likely than women to be in senior roles, however Applus are committed to developing women in the organisation through further education, training and mentoring which has helped to increase the current female board members 25% of which are female.

We recognise that we have a low representation of females within the highly skilled technical roles, this is contributing to our pay gap as we have a prominence of qualified male specialists in higher-paid roles. Despite this we are confident that men and women are paid equally for doing equivalent jobs across our business.

All of the above together with our equality, diversity and inclusion focus is part of our overall culture.

We confirm the gender pay gap data confirmed in this report is accurate

Nick Henderson
Managing Director

Evelyn Grogan
Head of HR