

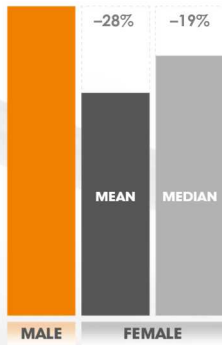
Under new UK legislation that came into force in April 2017; Companies with 250 or more employees are required to publish their gender pay gap by 4<sup>th</sup> April 2018. This report contains the gender pay gap for Global Energy (Group) Limited

## Introduction

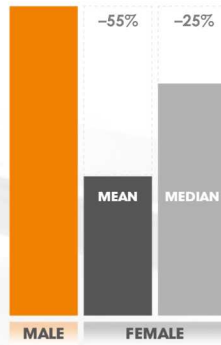
Global Energy (Group) Limited is committed to being an employer of choice. Our Code of Business Conduct sets the expectations of the company providing all employees with the principles and practices which are fundamental to achieving our goals. Our Core Values which drive the ethos, behaviours and culture underpin and support our commitment to equality.



Gender pay gap



Gender bonus gap



## Gender Pay Gap Figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female co-workers receive.

The **mean pay gap** is the difference between average hourly earnings of men and women. The **median pay gap** is the difference between the midpoints in the range of hourly earnings of men and women. All hourly rates are analysed and sorted from low to high with the median being the middle-most rate.

### Proportion of male and female colleagues receiving a bonus

Bonus payments are discretionary based on business performance.

### Why we have a Gender Pay Gap

Global Energy (Group) is confident that men and women are paid equally for doing equivalent jobs. The main reasoning behind a gender pay gap is an imbalance of male and female co-workers across our business. As an organisation that operates within industry sectors including Oil and Gas, Engineering and Construction and Steel Fabrication; it is statistically demonstrated that these sectors can be over-represented in specific roles. Our experience is that occupational segregation occurs when particular jobs attract a higher volume of application from a certain sex. Using as an example typical Steel Fabrication roles such as; Welders, Fabricators and Platers, they have, despite our best efforts attracted a 100% rate of male applicants whereas an office based position such as Administration has attracted 100% rate of female applications over the past two (2) period.

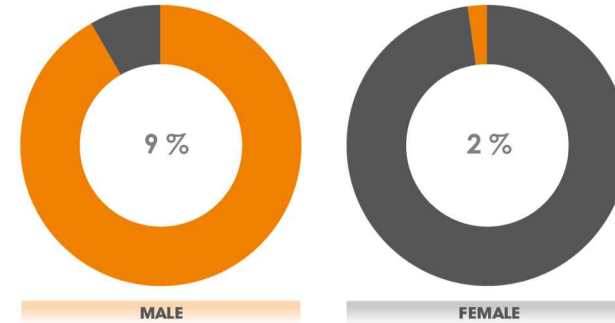
### How are we addressing the pay gap

Global Energy (Group) aspires to attract a diverse workforce and as such is wholly committed to providing equal pay for equal work. Where Global Energy (Group) employ males and females to do the same work, it is committed to and ensure that they are paid equally.

As an organisation we aim to recruit from a diverse talent pool and consistently strive to ensure recruitment activities support this.

We aim to retain and nurture our people by creating opportunities for development through our talent pipeline.

Percentage of people receiving a bonus:



Proportion of male and female colleagues in each pay quartile

