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# px group gender pay report

report year: 2017



px group provides operations management, engineering services and energy management solutions for partners in high hazard, highly regulated industries.

We operate 24 hours, 7 days a week across a range of sectors including power generation, gas processing and renewables.

For more information visit us at [www.pxlimited.com](http://www.pxlimited.com)



# what is a gender pay gap ?

A gender pay gap is the difference in the average hourly pay and bonuses of all men and all women across an organisation.

From 2017, any organisation with 250 or more employees is required to publish details of their gender pay statistics including:

- gender pay and bonus gaps
- the percentage of men and women receiving a bonus
- the proportion of men and women in each earnings quartile of the workforce

The analysis is based on data as at 5<sup>th</sup> April each year with the first reporting period ending April 2017.

Gender pay is different to 'equal pay'. Equal pay regulations require that men and woman who carry out the same or similar jobs, or work of equal value, are paid the same and px group is committed to ensuring equal pay is awarded for equal work.

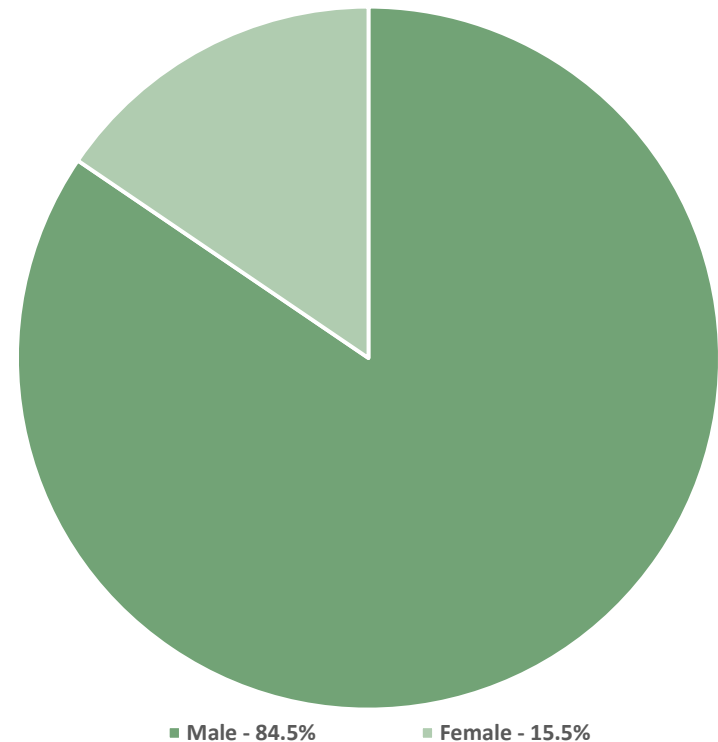
px group will publish its gender pay gap results on GOV.uk as well as the px group website.



# px group - workforce demographics

- As at April 2017 px group operated 11 sites including its headquarters based in Stockton-on-Tees.
- The demographic of its workforce was 84.5% male and 15.5% female for the reporting period.
- A contributing factor to the high population of male employees is a result of men traditionally dominating the shift working power, oil & gas and chemical sectors we operate in, exacerbated by the high levels of staff retention recorded within px group.

px Group - Workforce Demographic





# what does px group gender pay profile look like ?

- px group does have a gender pay gap when we compare the overall average hourly pay and bonuses for women and men and we will seek to address this.
- In line with government requirements px group reported the following gender pay measures for the year ending April 2017.

	Mean *	Median *
Pay Gap	37%	38%
Bonus Pay Gap	46%	36%

\*Mean - is the average of a list of numbers

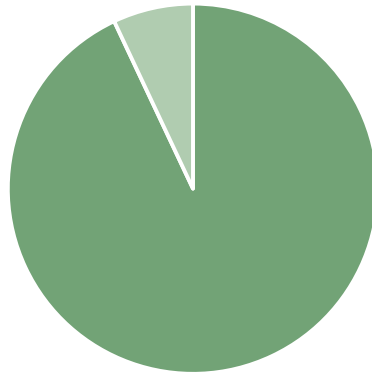
\*Median - is the middle value in all of the numbers listed in numerical order



# the percentage of men & women awarded a bonus

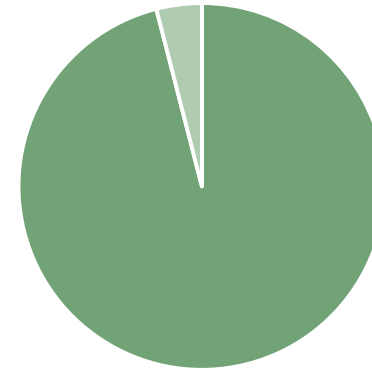
In terms of bonus payments made in the 12 months preceding the snapshot date, the chart below shows that 93% of males received a bonus payment, whereas 96% of females received a bonus payment.

Males Receiving a Bonus



■ Bonus Received - 93% ■ Bonus Not Received - 7%

Females Receiving a Bonus



■ Bonus received - 96% ■ Bonus not Received - 4%



# gender distribution per earning quartile

The table below shows the gender distribution across four equal sized earnings quartiles within the organisation.

In px group there are more men in the most senior, higher paying roles within the organisation, this being a legacy of the traditionally male orientated operational sectors we operate in.

	Lower	Lower Middle	Upper Middle	Upper
Female	40%	8%	11%	4%
Male	60%	92%	89%	96%



# px group - closing the gender pay gap

px group recognises there is a gender pay gap across the organisation and is fully committed to closing the gap via a number of strategies and initiatives which include:

- Continuing the success we have achieved through female Apprenticeships and representation on Apprentice steering groups.
- Working with local schools, universities and careers services and sector bodies to provide work experience, talks and assemblies on learning and career pathways in the energy industry and in STEM subjects.
- Promotion of flexible working, shared parental leave and parental leave to help retain and attract employees.
- Continuing our commitment to recruit on merit in line with job role requirements, along with developing further attraction and selection activities to be inclusive.
- Ongoing review, benchmarking and development of our equality policy, salaries, pay principles and strategy to increase inclusiveness and ensure we attract the best candidates and retain employees.
- The strengthening of current succession and career planning activities, to ensure consistency of opportunity, training and development to all.

I can confirm that the data contained within this report is accurate.

Mark Kenrick, CEO - px group.  
27<sup>th</sup> March 2018