



px Group

Gender Pay Report 2023



px group | it's our people that make the difference



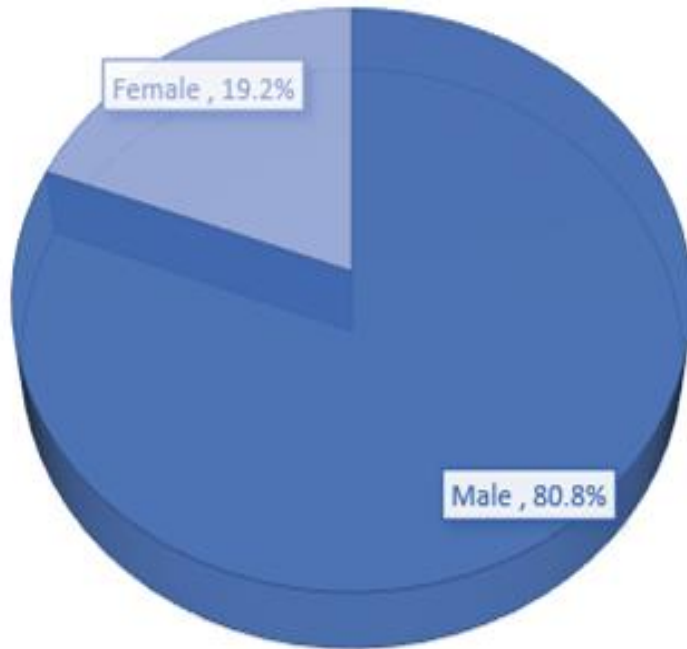
The px group is a fully integrated infrastructure solutions business which delivers improved operating performance of commercial and industrial facilities through a strategic divisional structure focused upon three key delivery areas i.e. Engineering Consultancy, Operations & Maintenance and Energy Solutions.

Our vision is to deliver net zero and stakeholder success through elite performance in the safety, availability, reliability and efficiency of energy infrastructure, industrial processes and related commercial activities—unlocking value for our customers as a trusted partner.

Operating on a 24 hour, 7 days a week basis, providing services at this level requires professionalism and competence of the highest order coupled with a safety and environmentally conscious mind set to deliver operational excellence.

For more information please visit our website www.pxlimited.com





Workforce demographics

As at the snapshot date of the 5th April 2023 px group were operating 11 sites across the UK. The demographics of the workforce was 80.8% Male, and 19.2% Female for the reporting period. In 2021 the workforce demographics were 82.4% Male and 17.6% Female.

What is the difference between gender pay and equal pay?

The gender pay gap and equal pay are often confused, however they are quite different. The gender pay gap is the difference between the average pay of men compared to the average pay of women within an organisation, across all levels of the business. What this means in practice is that if women do more of the less well-paid jobs, the gender pay gap is usually bigger. Equal pay, on the other hand, is the legal requirement for men and women to be paid the same for performing the same work or work of equal value.

Gender pay gap profile

px Group does have a gender pay and bonus gap when we compare the overall average hourly pay and bonuses for women and men.

	Mean	Median
Pay Gap	38.06%	32.31%
Bonus Gap	61.10%	33%

Our analysis shows:

- Males make up a significant majority of the workforce
- A higher proportion of males are in technical occupations which are typically higher paid
- Females are seen more predominantly in functional support roles, which are typically lower paid than technical occupations
- The majority of senior management roles are held by males, with higher salaries and higher bonus payments
- Females make up the largest proportion of part-time workers which means pro-rata payments for bonus payments

Percentage of men and women awarded a bonus



66.59% of males received a bonus payment



73% of females received a bonus payment

Gender distribution by earning quartile

The data below shows the gender distribution across four equal sized earnings quartiles throughout the organisation.

Within px the majority of the workforce is made up by males. The below data shows that males have higher percentages in all quartiles, the highest percentage being in the upper quartile. px has made some progress in increasing the percentage of females in the upper middle and upper quartile.

	Lower	Lower Middle	Upper Middle	Upper
Female	40.46%	15.38%	11.45%	9.23%
Male	59.54%	84.63%	88.55%	90.77%

Recruitment Strategies

- We strive to advertise recruitment externally with an aim to create a more diverse workforce which includes attracting women into roles traditionally held by men. We ensure all of our advertised roles are gender decoded so that we are using gender-neutral language. This has been backed up by research which has shown that many words are associated with masculine or feminine stereotypes and these words can unconsciously influence the jobs people apply for.
- We are actively involved in promoting a wide range of careers in our industry through the Tess Businesswomen Awards and the Power of Women Campaign. The Power of Women charity runs a primary school programme, currently active across 15 schools within the Tees Valley. Their mission: Elevate aspirations, ensure equal opportunities for all students, and smash gender stereotypes, something we are proud to be part of!
- When possible, we add to adverts that we support flexible working with our agile working policy—this is role-dependent.
- We advertise our commitment to an equitable workforce by advertising our enhanced family-friendly policies which include enhanced maternity, paternity and adoption leave and an agile working policy for eligible roles.
- The following statement is included in all of our adverts ‘We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.’ We hope this will encourage a diverse range of applications.



Female Focused Strategies

The women's networking group is now an established forum in our business where we come together to drive an equitable future for all. It is a mixture of conversations promoting a safe space to talk, alongside practical activities and guest speakers aimed to build confidence and resilience and ultimately support the women in our business. This group is shaping our practice documents such as equality and diversity and menopause with appropriate training to ensure these practices are implemented. To raise awareness of the richness women bring to our organisation, we issue internal and external positive stories across the intranet and social media.

E, D&I Strategies

We are committed to creating a more inclusive workforce with our 'bring your whole self to work'. Which will include retaining & attracting women within our business.

During 24/25 we will review how we ensure we continue to drive a culture that allows our employees to reach their full potential and understand further how having a diverse workforce supports our business goals. We aim to bring together an ED&I Focus Group to discuss practical steps we can take to make improvements.

Our Chief People Officer, Katie Woods-Ruddick is a member of the cogent skills board. Cogent Skills delivers courses and consultancy solutions that have been developed alongside science industry employers and are underpinned by national standards that meet the regulatory requirements and unique nature of the sector. Cogent are at the forefront of promoting women in industry.

Community Centered Approach

We are active in reaching out to our community networks to raise awareness of the opportunities that are available within our industry this includes

- “Children Challenging Industry,”
- Engagement with schools to support their career aspiration activities
- Attendance at careers fairs.

We publish communications to our workforce on STEM week initiatives that are happening on a national level.

A wide range of activities during National Apprenticeship week

Health & Wellbeing

We have introduced free period products at all of our sites, to ensure that we champion menstrual comfort, wellbeing and dignity. At px, we believe everyone should have access to the period products they need. Periods are a natural part of life, and they should never be a barrier to work or overall well-being. No one should ever feel compromised, ashamed or go without during their period.

Providing Fair and Equal Pay

We recognise that unequal pay is one of the range of factors underlying the gender pay gap. We have salary bandings for all of our roles, and every year we carry out a salary review process. This process includes ensuring that our employees are paid correctly for the role they are carrying out regardless of gender.





Declaration

I confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

K Woods Ruddick

Katie Woods-Ruddick

Chief People Officer