



px Group

Gender Pay Report 2024



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

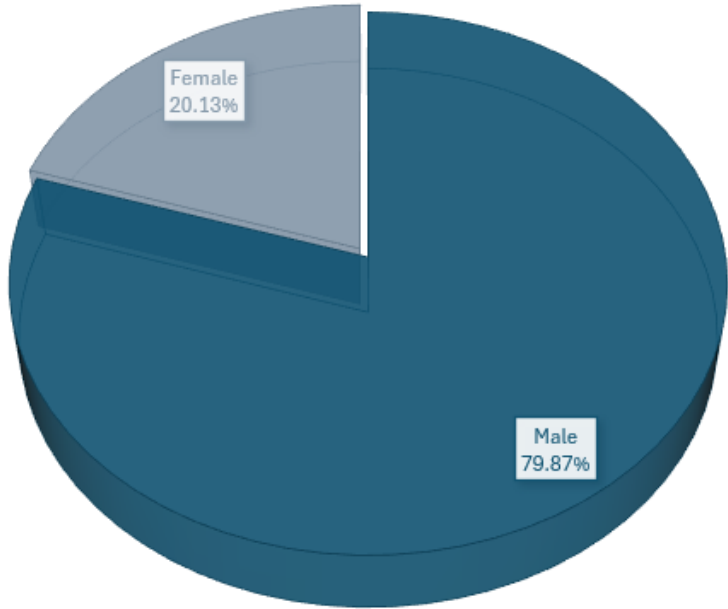


Workforce demographics

As at the snapshot date of the 5th April 2024 px group were operating 12 sites across the UK. The demographics of the workforce was 79.87% Male, and 20.13% Female for the reporting period. In 2023 the workforce demographics were 80.8% Male and 19.2% 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	30.07%	40.63%
Bonus Gap	30.16%	36.72%

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



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	35.57%	19.46%	16.11%	10.07%
Male	64.43%	80.54%	83.89%	89.93%

Recruitment Strategies

- We aim to advertise recruitment externally 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 Tees Businesswomen Awards and the Power of Women Campaign. The Power of Women charity runs a primary school programme, currently active across 20 schools within the Tees Valley area. 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.
- We were shortlisted last year in the Northern Power Women Awards as finalists in the large organisation category, recognising organisations that demonstrate a commitment to accelerating gender equality and creating an inclusive workplace.



Strategies Focused on Women

The px women's networking group is now a recognised forum within our business, providing a platform for discussion and activities aimed at promoting an equitable future. This includes conversations in a safe space, practical activities, and guest speakers focused on building confidence and resilience to support the women in our business. This group is also involved in shaping practice documents like equality and diversity policies, as well as menopause training, ensuring these practices are implemented. To highlight the contributions of women to our organisation, we share positive stories internally across the intranet and externally on social media.

In 2025, we have committed to partnering with Women in Utilities Network (WUN). Through this partnership, we support WUN's initiatives by providing mentors and supporting their events.

Additionally, we will sponsor the TedX Teesside Women Event for the second consecutive year, which aims to elevate women's voices in our region.

EDI Strategies

We are dedicated to creating an inclusive workforce through our 'bring your whole self to work' initiative, which includes retaining and attracting women within our business.

During 2025-2026, we will review how we can continue to foster a culture that enables our employees to reach their full potential and understand how having a diverse workforce supports our business goals. We have established an ED&I Focus Group to discuss practical steps for improvement one of the outputs is to create a px culture book which will embody our positive px culture.

Our Chief People Officer, Katie Woods-Ruddick, is a member of the Cogent Skills board. Cogent Skills delivers courses and consultancy solutions developed alongside science industry employers, underpinned by national standards that meet regulatory requirements and the unique nature of the sector. Cogent promotes 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