

# Doosan Babcock Gender Pay Gap Report 2018



## **Accuracy Statement**

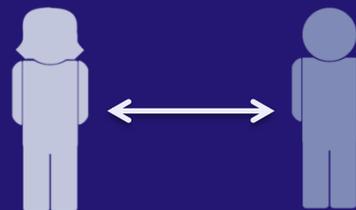
*I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.*

A handwritten signature in brown ink, appearing to read "Doug Taylor".

**Doug Taylor**  
Director of Human Resources

# Understanding the Gender Pay Gap

*It is important to understand that gender pay is not the same as equal pay. Equal pay means that men and women performing the same or similar role in an organisation must receive the same pay.*



## What is the gender pay gap?

*The gender pay gap shows the difference in pay between male and female employees in an organisation. It is defined as the difference between men's and women's hourly earnings expressed as a percentage.*

## Why do organisations have to publish this information?

*New Government legislation requires all organisations with more than 250 employees to annually publish a set of calculations on their pay structure.*

## What is our gender pay gap?

*From our analysis, the mean gender pay gap in Doosan Babcock\* for 2018 is 37.9% (as at 5 April 2018).*

## Why is there a gap?

*Historically the engineering industry in the UK has been male dominated and the symptoms of this remain today.*

\* Figures include for both blue and white collar employees of Doosan Babcock/CRDI UK only.

## What are we doing to close the gap?

- Our restructure in 2018 saw more women promoted into leadership and technical roles. Overall only 8% of our workforce is female, we are taking steps to attract, retain and develop more women, but this remains to be a significant factor in our gender pay gap.*
- 8% of females hold management positions and whilst this figure has improved from 4% (2014-17), there is still more to do. Our family friendly enhancements to the employee offering from January 2019 will take time to show a positive affect on our gender pay gap.*
- STEM Ambassadors continue to work with our schools and local communities to encourage more females into the industry and our apprenticeship roles.*
- Whilst it's disappointing to see our pay gap rise between 5 April 2017 and 5 April 2018 we believe the measures we have taken will reduce the gap over time.*

**The proportion of males and females in each pay quartile is:**



**Gender Pay Gap statistics for 2018:**

|                 | Pay Gap | Bonus Gap |
|-----------------|---------|-----------|
| Mean (Average)  | 37.9 %  | 45.0 %    |
| Median (Middle) | 42.3%   | 14.4%     |