

# Doosan Babcock Gender Pay Gap Report 2017



## **Accuracy Statement**

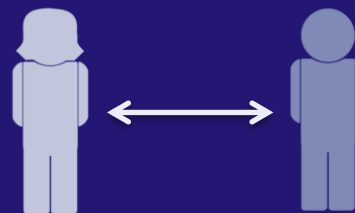
*I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.*

A handwritten signature in dark 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 2017 is 27.84% (as at 5 April 2017).*

## Why is there a gap?

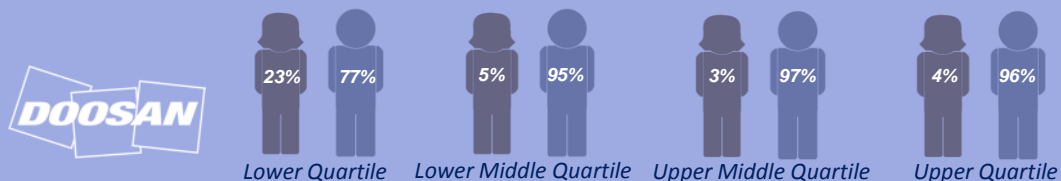
*Historically the engineering industry in the UK has been male dominated and the symptoms of this remain today.*

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

## What are we doing to close the gap?

- Promoting women into leadership and technical roles – recent restructure has seen an increase in the number of females appointed to the new Senior Leadership Team*
- Enhancement of our STEM Ambassador network across our UK bases, and showcasing the work they do in our communities to encourage more females into the industry*
- Continued promotion to encourage more females into engineering apprenticeship roles*
- Continuous review of our overall employee offering*
- Continued development of our approach to employee diversity and inclusion*

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



### Gender Pay Gap statistics for 2017:

	Pay Gap	Bonus Gap
Mean (Average)	27.84 %	32.53 %
Median (Middle)	31.01%	7.11%