

# Doosan Babcock

## Gender Pay Gap Report 2021

A handwritten signature in dark ink, appearing to read 'Doug Taylor', is positioned above the caption.

*Doug Taylor – Director, Human Resources*

***Accuracy Statement:***

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

# 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.*

## **What is our gender pay gap?**

*From our analysis, the mean gender pay gap in Doosan Babcock\* for 2021 is 21.27% (as at 5 April 2021).*

## **Why is there a gap?**

*The legacy of our industry's predominantly male workforce continues to be the main factor on our pay gap. The Covid-19 pandemic has inevitably slowed progress in this area and the true impact on the younger generation is yet to be seen.*

*However, across the industry we are seeing the increased participation of women in the sector. Engineering UK report that women make up 16.5% (2021) of those working in the industry.*

*Whilst progress is being made there is still much to be done to ensure the attraction and progression of women in our industry. This is particularly important in the context of skills shortage the UK currently faces.*

*Our Bonus Gap remains skewed due to the compensation structure for our predominately male Blue Collar employees under the National Agreement. The females in receipt of a bonus under this structure are generally higher skilled and so this impacts the median figures showing a higher median figure for females than males.*

## **What are we doing to close the gap**

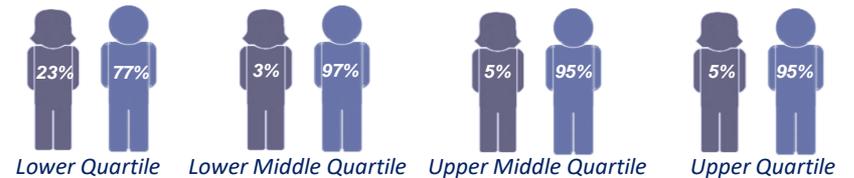
*Despite the challenges of the Covid-19 pandemic we are pleased to see that we have retained our female talent at similar levels to previous years.*

*Our Nuclear and Defence team continue to play a key role on the Women in Nuclear (WiN) UK network. As one of the founding sponsors Doosan Babcock are proud to be signed up to the WiN UK Industry Charter cementing our commitment to improving diversity and gender balance in the industry.*

*We remain committed to our STEM activities; including Dream Placements and hosting targeted STEM activity days with our local schools and communities to encourage more females into the industry and our apprenticeship roles.*

*As we look to increase our recruitment drive to support our major infrastructure projects over the next few years we also commit to continually reviewing our recruitment practices to ensure fairness and inclusivity and remove unconscious bias from the process.*

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



## **Gender Pay Gap statistics for 2021:**

	Pay Gap	Bonus Gap
Mean (Average)	21.27%	33.09%
Median (Middle)	20.86%	-10.71%

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