

Gender Pay Reporting Statement 2023

(based on data ending 5 April 2023)



Our statement

Risktec Solutions Limited are an employer required by law to carry out Gender Pay Reporting under the United Kingdom Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

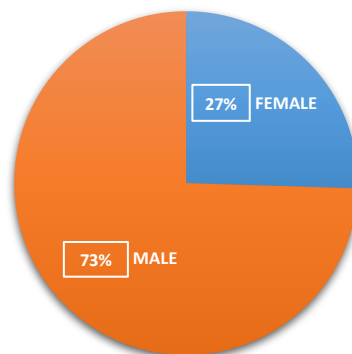
Gender Pay reporting involves completing six reporting requirements that show the difference between the average earnings of male and female employees in our organisation; it does not involve publishing individual employees' data.

These results are used to assess the level of gender equality in our workplace and the average earnings between all male and all female employees within the organisation.

Snapshot data as at 5 April 2023

In 2023, the gender split was 73% male and 27% female, while in 2022, it was 75% male and 25% female.

GENDER SPLIT 2023



Metrics	April 2023 Percentage	April 2022 Percentage
Mean Gender pay gap	28.5%	30.6%
Median Gender pay gap	38.9%	40%
Mean Gender bonus gap	43.9%	33.9%
Median Gender bonus gap	49.2%	50%
Proportion of males receiving a bonus payment	59%	65%
Proportion of females receiving a bonus payment	74%	77%

Pay quartiles across male and female employees



Understanding Our Gap

The gender gap statistics reported are significantly affected by the distribution of genders between groups of employees on different contractual arrangements. There is a higher proportion of males on hourly paid employment contracts and these are generally higher rates of pay in the upper and upper middle quartiles. These employees do not receive the range of additional employment benefits that are provided to permanent employees.

There is improvement in the gender gap statistics compared to 2022 apart from the mean gender bonus gap. The mean bonus gap for 2023 is significantly affected by the number of new starters and part-time female staff that did not receive a full bonus payment in the respective year. The bonus statistics are also affected by salary sacrifice with many employees choosing to sacrifice their bonus payment into their pension.

Actions

Actions on gender equality including further investigation of our gender pay gap and proposed solutions are included as part of Risktec Sustainability Strategy 2023, available for download as a brochure from our website at risktec.tuv.com.

I confirm that the published information in relation to the gender pay gap is accurate.

Martin Fairclough
Managing Director