

# CLH-PS Gender Pay Gap Report 2019

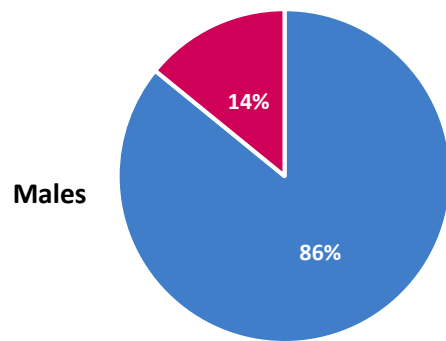
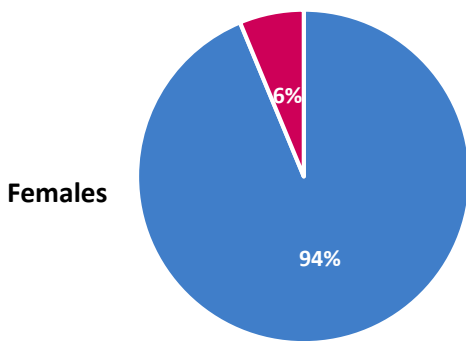
## Pay & Bonus Gap

The table below shows the overall mean(average) and median (middle figure) gender pay gap based on hourly rates of pay taken from the period requested by HMRC (5 April 2019). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2018-19 financial year.

Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap	2.13%	-9.6%
Gender Pay Gap Bonus	6.58%	-49.98%

## Proportion of colleagues awarded a bonus for 2019

There was an 8% difference between the number of women and men being paid a bonus in 2019.

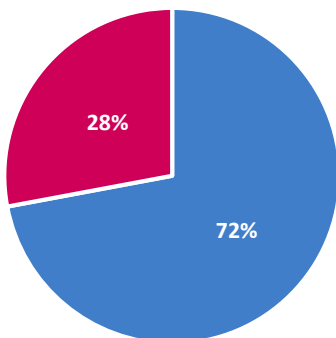


■ Received a bonus (%) ■ Did not receive a bonus (%)

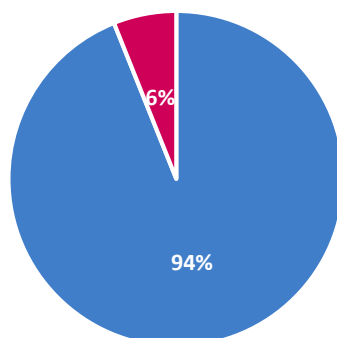
■ Received a bonus (%) ■ Did not receive a bonus (%)

## Pay Quartiles

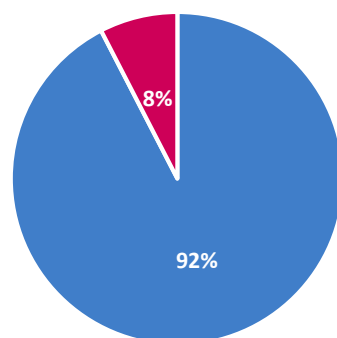
Lowest Quartile



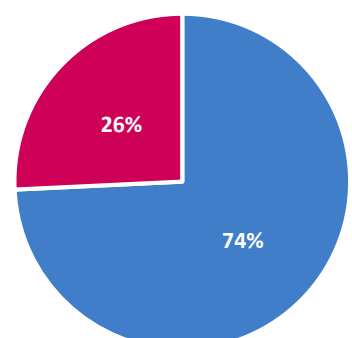
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



♀ Females

♂ Males

16.47% pay gap

2.72% pay gap

-15.08% pay gap

26.21% pay gap

The image illustrates the gender distribution at CLH-PS across four equal sized quartiles – each containing around 66 colleagues.

### Our Journey to date

In 2018 our mean gender pay gap was 8.10%, the median was 2% and the mean bonus pay gap was 8.8%. We are pleased that the mean pay gap and bonus gap have reduced and we are continuing to work hard to close the pay gap.

We recognise that we have uneven gender representation in areas of the business. The proportion of females in leadership roles has increased since 2017 although more work is required. Females in non-management roles remains disproportionate – we will be seeking ways in which to attract females into Operator, Pipeline Tech and Maintenance roles as they become available.

In 2018/9 we undertook various initiatives which included:

- **Management Development:** throughout the year we delivered management development workshops to upskill our managers.
- **Flexibility:** we continued to promote flexible working for all our employees

Our Plans for 2019/20

- **Grow Our Own:** we will be launching our Operator Apprenticeship Scheme in partnership with Reynolds Training targeting female talent.
- **Getting To Know Our Talent:** Start to plan how we can identify talent across our business and then ensure robust development plans are introduced to increase the internal opportunities for promotion.

I confirm that the data reported is accurate.



Nacho Casajus  
C.E.O.