

CLH-PS Gender Pay Gap Report 2020

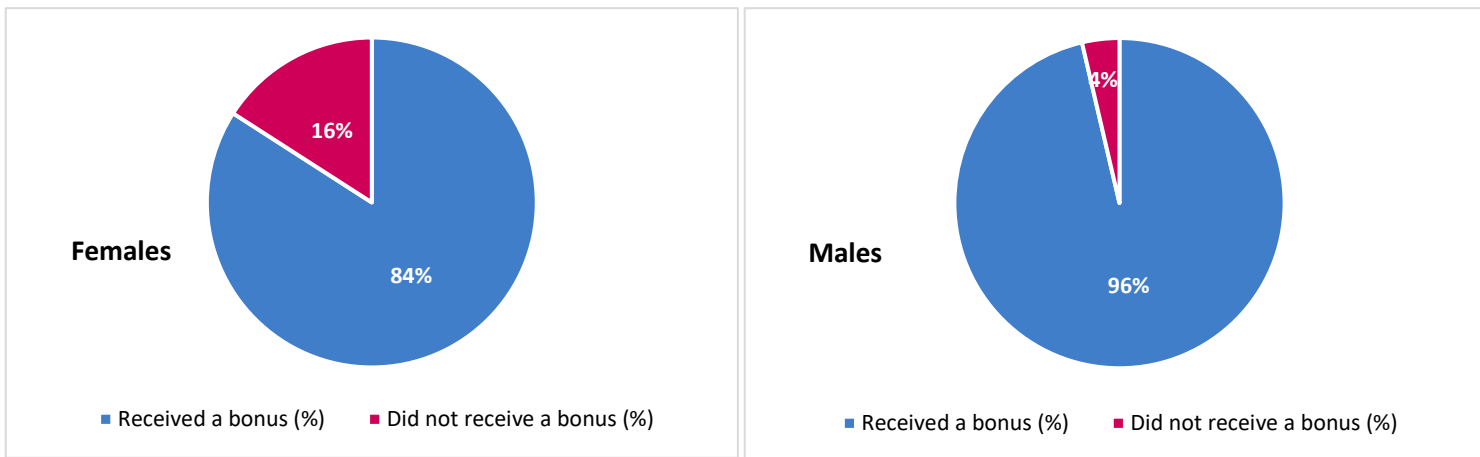
Pay & Bonus Gap

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 2020). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2019-20 financial year.

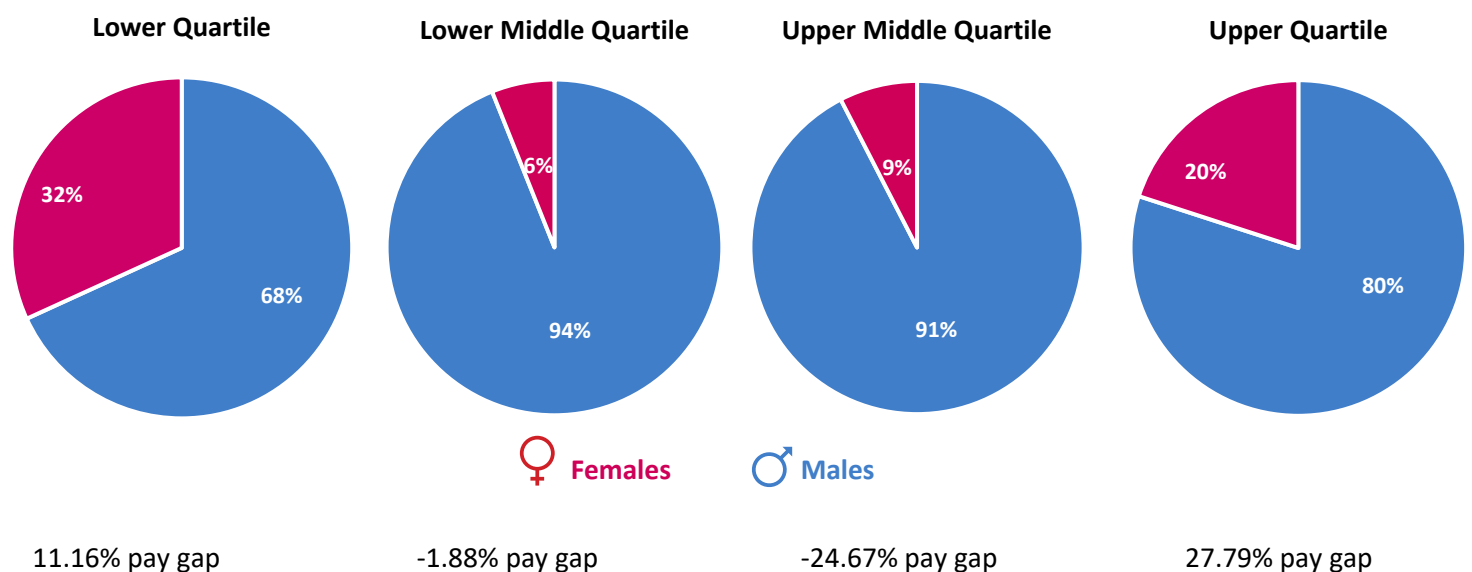
Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap	2.13%	-9.6%
Gender Pay Gap Bonus	7.83%	-28.94%

Proportion of colleagues awarded a bonus for 2020

There was a 14% difference between the number of men and women being paid a bonus in 2020.



Pay Quartiles



CLH-PS

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

Our Journey to date

In 2019 our mean gender pay gap was 2.13%, the median was -9.6% and the mean bonus pay gap was 6.58%. Our pay gap has not changed from 2019 and we continue to work hard to address this.

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 continue to seek ways in which to attract females into Operator, Pipeline Tech and Maintenance roles as they become available.

During 2019/20:

- **Grow Our Own:** We launched our Operator Apprenticeship Scheme in partnership with Reynolds Training.
- **Getting To Know Our Talent:** We developed our Talent Management framework and process to identify talent across our business.

In 2020/21 we plan to develop the following streams:

- **Getting To Know Our Talent:** We have started to work with Senior Management to identify our critical roles across the business and understand our Talent across the business through a potential assessment process. We will ensure robust development plans are introduced to increase the internal opportunities for promotion.
- **Flexibility:** we continued to promote flexible working for all our employees and more so in light of recent global pandemic of Covid-19. Currently 5.3% of our workforce are part time, of which 43% are male
- **Grow Our Own:** recognising that we have an aging population we continue to look at how we can attract particularly females into our Operator, Pipeline and Maintenance roles.

I confirm that the data reported is accurate.

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C.E.O.