

Exolum PS Gender Pay Gap Report 2021

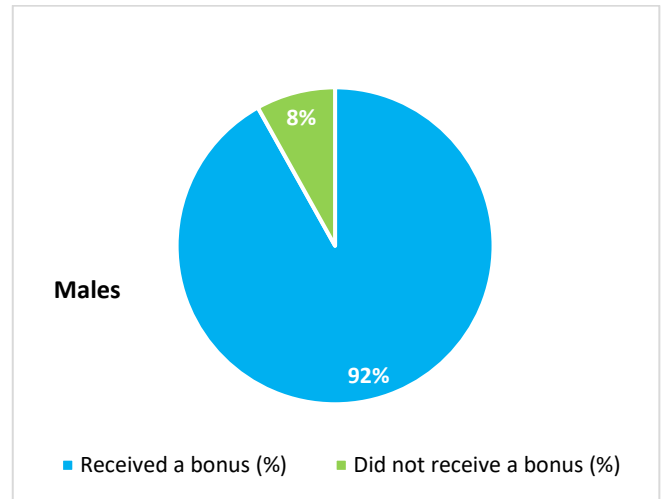
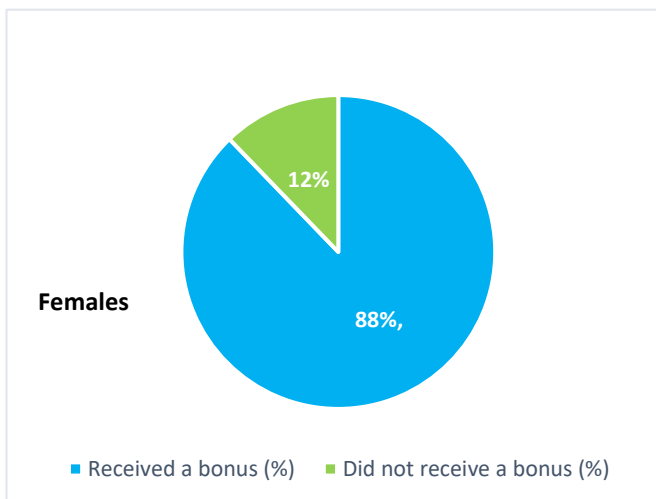
Pay & Bonus Gap

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 2021). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2020-21 financial year.

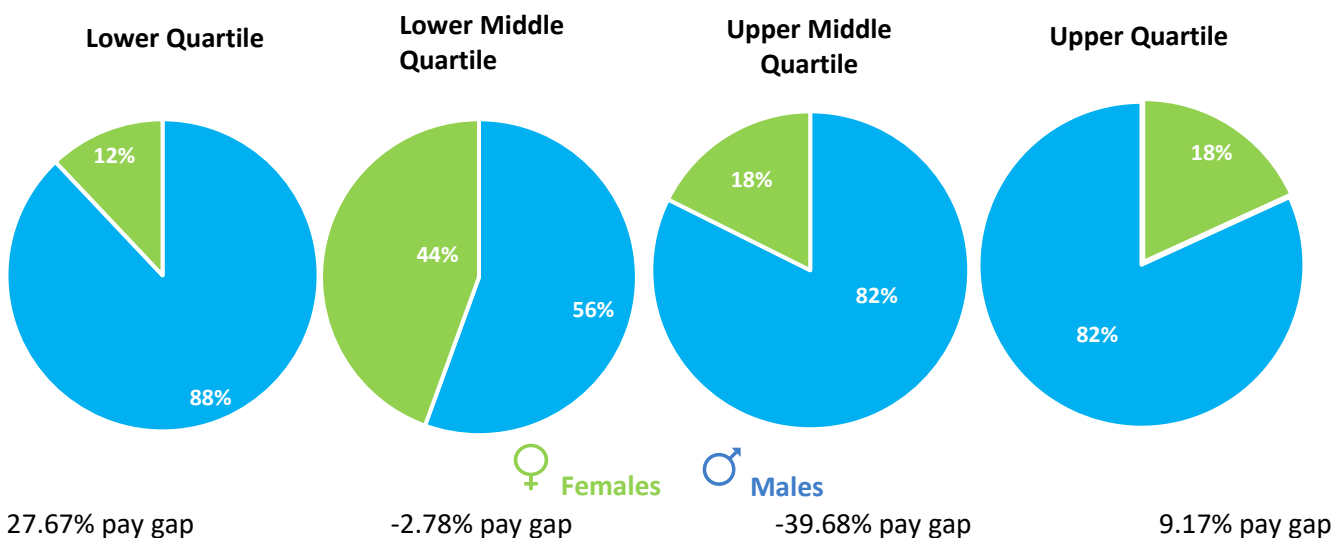
Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap	14%	-12.28%
Gender Pay Gap Bonus	6.60%	-178%

Proportion of colleagues awarded a bonus for 2021

There was a 4% difference between the number of men and women being paid a bonus in 2021.



Pay Quartiles



The image illustrates the gender distribution at Exolum Pipeline System across four equal sized quartiles – each containing around 66 colleagues.

Our Journey to date

In 2020 our mean hourly pay gap was 2.13% and the bonus pay gap was 7.83%. The pay gap has grown because of a significant acquisition within our Group and changes in job roles as a result. Our bonus median pay gap has changed significantly in 2021 as 51% of males received a £250 bonus.

We recognise that we have uneven gender representation in certain areas of the business. The proportion of females in leadership roles has been increasing since 2017 and we continue to shape our recruitment strategy to continue this growth. 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 2020/21 we:

- **Getting To Know Our Talent:** we started to work with Senior Management to identify our critical roles across the business and understand our Talent across the business. 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.
- **Growth Strategy** – Formerly CLH Group acquired Inter Terminals business in the UK, Ireland, Germany & Netherlands
- **Branding** – In March 2021 Exolum Group was created

In 2021/22 Exolum will be integrating the business whilst continuing to build on the above workstreams.

I confirm that the data reported is accurate.



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NW Europe Lead