

# Gender Pay Gap Report – 2017-18

## Company Overview:

Cape Engineering Services Limited (CESL) is part of the Altrad Group, one of the leading international industrial service groups. CESL's business activities include rigging, welding, pipe fitting, fabrication and manufacturing across all aspects of industrial maintenance, shutdowns, Turnarounds & Projects.

CESL operate within several market sectors including nuclear, chemical and process industries, utilities and power, engineering and construction.

## Gender Pay Reporting:

As a UK employer with more than 250 employees we are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

To confirm, Gender Pay reporting is a different requirement to carrying out an equal pay audit;

- Equal pay measures whether men and women are paid the same for performing work of equal value, we already monitor this to ensure we pay our employees fairly and consistently.
- Gender Pay measures the difference between the average pay for all men and women across our business.

## Industry Overview:

Industrial services and construction are industries which require a variety of different skills and abilities. It is important that people from different backgrounds, life experiences and abilities are employed and continually trained to enable the industry to achieve high level of skills and expertise.

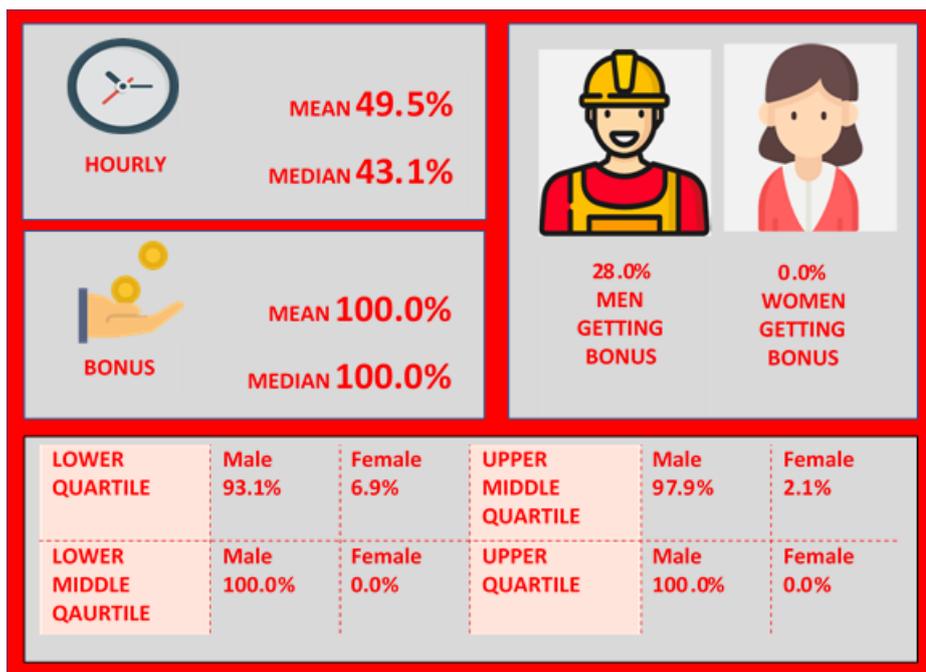
Women are currently underrepresented in construction and particularly the scaffolding industry. Approximately 12.2% of construction workers are female with less than 2% working manually on construction sites.

The UK has the lowest proportion of female engineers in Europe – it is clear that there is a long way to go with increasing females in construction. Women make up half our population and so it is right that we encourage and see them be able to fulfil their potential and thrive in careers across our economy including construction.

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## Cape Engineering Services Ltd - Gender Pay Gap Figures:

The gender pay gap is set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the data below has been calculated using the standard methodologies at the snapshot date of 5 April 2018. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.



## Why we have a gender pay gap:

CESL is confident that men and women are paid equally for doing equivalent jobs across the company.

The main reasons for our gender pay gap are an imbalance of male and female colleagues across the business (with women accounting for less than 3% of the total workforce at the snapshot date) along with the types of roles males and females are employed to do in our business.

Across the business there are a variety of roles but the highest proportion of these are attributed to "Trade" careers such as scaffolding, thermal insulating and painting which attract higher pay job rates commensurate with the industries, locations and environments in which they operate. These roles are not currently occupied by any women and this is reflective of the industry in which we work.

To summarise our Gender Pay Gap is not due to unequal pay, it is driven by a greater proportion of men in male-dominated technical roles as detailed above.

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## How we are addressing the pay gap:

We see a future for women in the construction industry and we are keen to assist with that progression. We are therefore focused on attracting, developing and retaining a more diverse and inclusive workforce.

With regards to new employees, our aim is to recruit from the widest possible talent pool. We are committed to the principle of equal opportunities and equal treatment for all individuals.

Once we have employed our staff, we want them to stay with us. To ensure a positive and sustainable effect in the long term we support all employees with their development and progression. Regular appraisals highlight any development needs or aspiring career moves and we run a bespoke internal leadership programme to develop the skills of our current and future managers. Flexible working policies are encouraged across all areas of the business.

Through focusing on the above factors, we believe that over time we will reduce our gender pay gap and make a real change in the industry.

## Our Declaration

We can confirm that our gender pay calculations are accurate and have been produced in accordance with the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Alex Spence  
HR Director