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trusted and valued
support services company

**Altrad Employment
Services Ltd
Gender Pay Gap
Report 2023**

uk.altradservices.com



The ingenuity of
our people creates
endless possibilities

Understanding the Gender Pay Gap

This report details our gender pay gap figures for April 2023. As a business Altrad Employment Services Ltd remain committed to ensuring equality, diversity and inclusion across our business.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly rate of pay between women and men in the organisation, expressed as a percentage of average male earnings.

The Gender Pay Gap is not the same as equal pay i.e where individuals performing the same or similar role in an organisation must receive the same pay.





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What is our Gender Pay Gap and why is there a gap?



From our analysis the mean Gender Pay Gap in Altrad Services Ltd for 2023 is 19% (as at April 2023)

Our gender pay gap remains largely influenced by external factors and our industries largely male workforce. Whilst over the last decade we have seen an increase in the number of women working in engineering and construction roles, their overall participation remains low.

As we are required to report as an organization as whole, the difference in our pay gap has also been influenced by our mainly operative(hourly paid) workforce.

This can skew our data, due to the differences in compensation structure for our salaried staff employee's vs our predominately male operatives who work under National Pay Agreements.



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What are we doing to close the gap?

We continue to focus on our recruitment practices to ensure fairness and inclusivity and remove unconscious bias from the process. We are pleased to say this is having a positive effect and in the last year we have seen our female headcount increase by 29%.

We are continuing to enhance our hybrid working approach through the introduction of remote working options being offered to our employees (where practical) providing them with more flexibility and choice, which has also supported our attraction model.

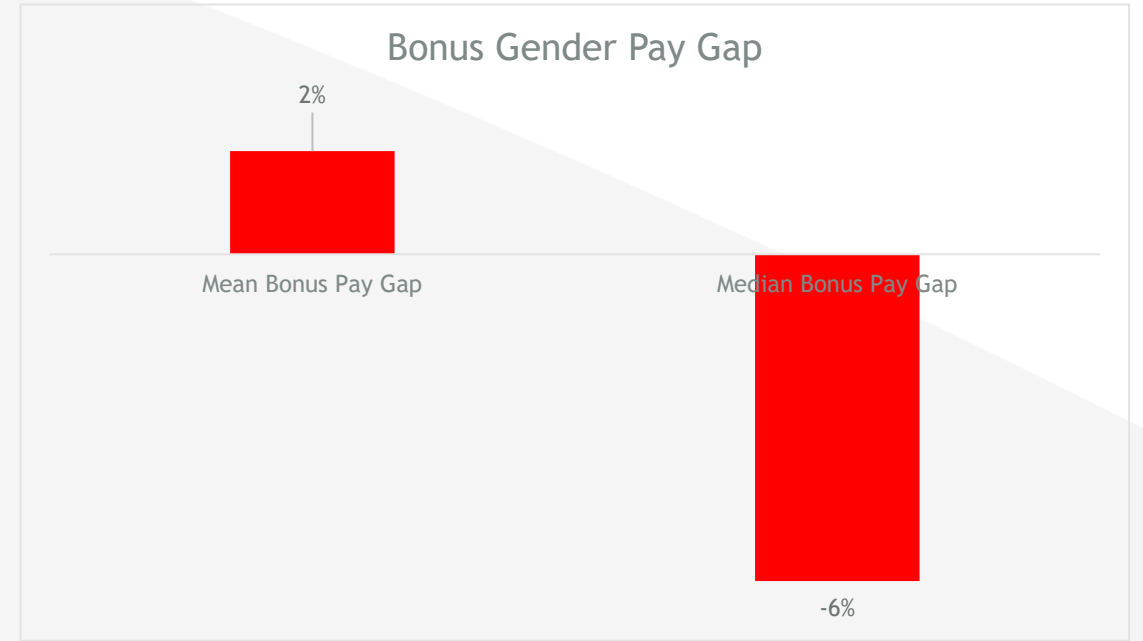
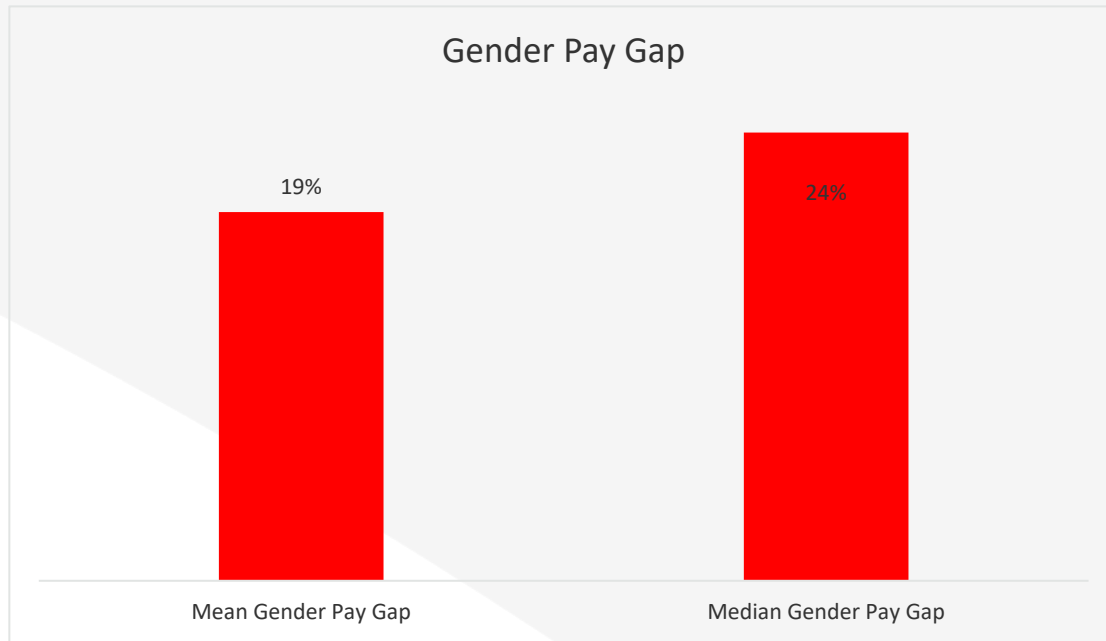
We remain committed to growing our talent pipeline offering apprentice and graduate positions.



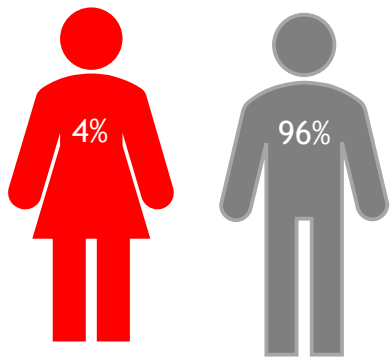


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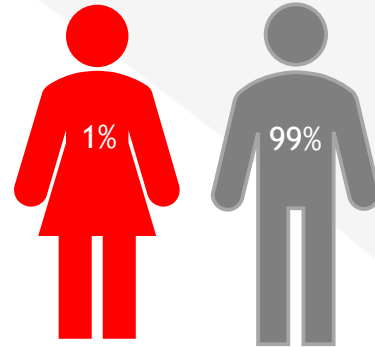
Gender Pay Gap



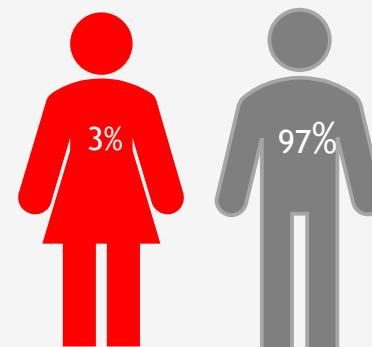
The proportion of males and females in each pay quartile is:



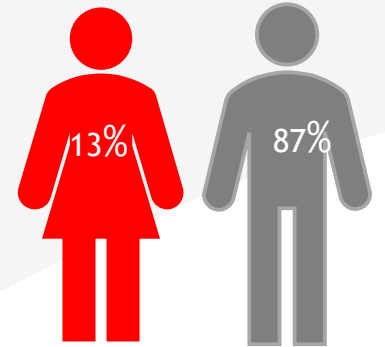
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



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Statement from the CEO

Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

A handwritten signature in black ink, appearing to read "Paudie Somers".

Paudie Somers
CEO UK, Ireland & Nordics