



*Our people  
create endless  
possibilities*

# Altrad Employment Services Ltd Gender Pay Gap Report 2024



**We empower our people to  
deliver services that create a  
sustainable world**

# Foreword

## Our Commitment

At Altrad, we are committed to fostering a respectful, inclusive, and equitable workplace where every individual is valued and empowered to reach their full potential. We believe that diversity is not only a strength but also a key driver of innovation and excellence in our industry. Addressing the gender pay gap is a fundamental part of our commitment to fairness, equity, and inclusivity. We view it not just as a legal or moral obligation, but as an essential step toward creating a culture where everyone, regardless of gender, is valued and rewarded fairly.

## Progress & Future Work

This report highlights the progress we have made, as well as the work that still lies ahead, as we continue to advance in reducing the gender pay gap within our organisation. From enhancing our recruitment and progression strategies to strengthening our pay and reward structures, we are taking proactive steps to create lasting change.

## Approach

Our approach includes implementing equitable recruitment practices, providing ongoing support and development opportunities for all employees, and cultivating a culture that promotes respect and equality. We remain dedicated to continuous improvement, regularly reviewing our policies and practices to ensure they align with our commitment to equality.

## Looking Ahead

At Altrad, we pledge to uphold the principles of fairness and equality, striving to create a workplace where everyone has the opportunity to thrive. By working together, we can build a more inclusive future for our employees, our industry, and the communities we serve.



**Alex Spence**  
Executive Vice President – Human Resources



# Understanding the Gender Pay Gap

## What is the Gender Pay Gap?

This report outlines our gender pay gap reporting obligations in the UK, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It's important to note that the gender pay gap is distinct from equal pay; equal pay ensures that individuals performing the same or similar roles within an organisation receive equal pay.

The Gender Pay Gap refers to the difference in average earnings between men and women across the workforce. It is expressed as a percentage of men's earnings and measured in two key ways:

- 1. Median Gender Pay Gap:** This compares the median (middle) hourly earnings of men and women.
- 2. Mean Gender Pay Gap:** This compares the average hourly earnings of men and women.

## Understanding Our Data

The gender pay gap is a complex issue with multiple contributing factors. At Altrad, we continue to conduct thorough analyses of our results, identifying any disparities, and ensuring that our pay structure remains fair, transparent, and free from bias.



### Key Factors Influencing the Gap:

At Altrad Employment Services Ltd, the gender pay gap is influenced by a higher proportion of men in leadership, technical, and site-based roles. Although there has been an increase in female participation in these sectors over the past decade, overall representation remains relatively low.



### Workforce Structure:

The gap is also shaped by our largely operative workforce. Differences in compensation structures, especially between salaried employees and the predominantly male operatives working under National Pay Agreements, can lead to data distortions.



### Commitment to Long-Term Change:

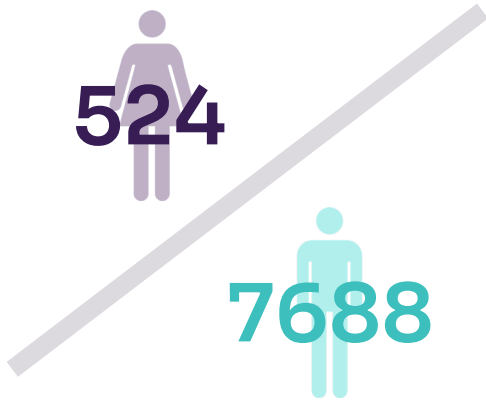
We remain committed to driving diversity and inclusion across all levels of the organisation. The measures we have in place are designed to promote long-term change and greater pay equity, ensuring fairness for all employees, regardless of gender.



# Our Gender Pay Gap

Our analysis indicates that we are making positive progress toward achieving pay equity:

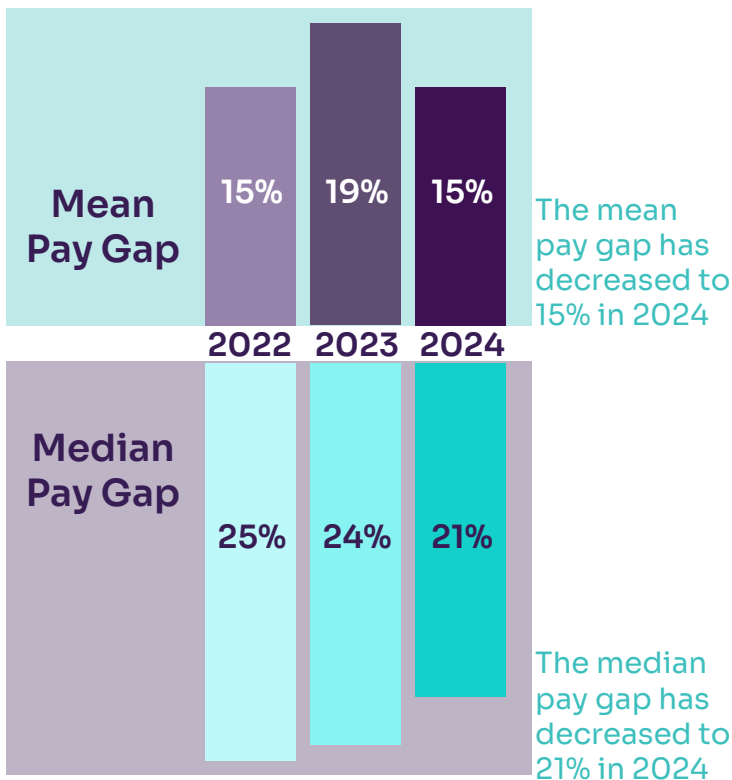
## Gender Headcount Split



**15%** average mean gender pay gap as of April 2024

**4%** improvement since 2023

**5.5%** increase in females in our organisation in 2024

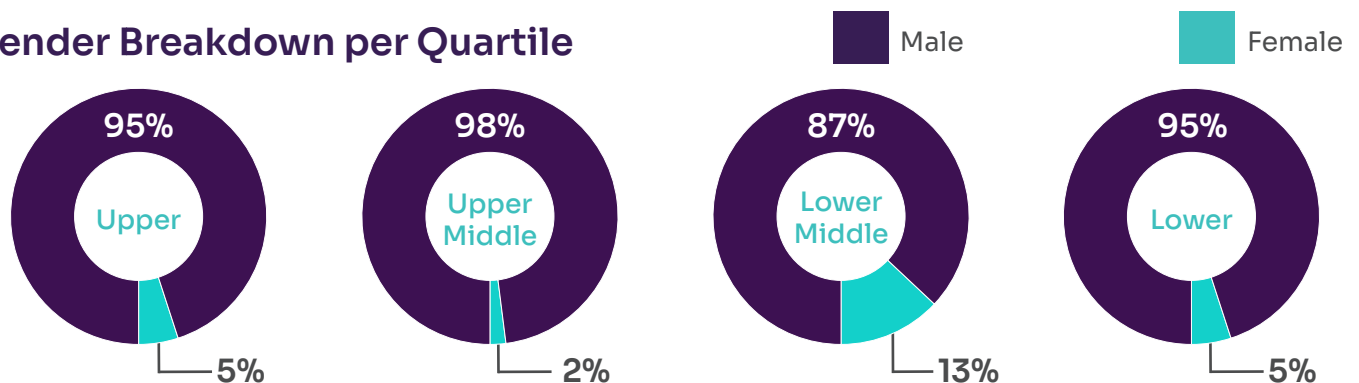


### Bonus Pay Gap

	Mean	Median
2022	-1%	-23%
2023	2%	-6%
2024	13%	5%

75% of males & 45% of females receive a bonus

## Gender Breakdown per Quartile



# Our Gender Diversity Progress



## **Diversity, Equity & Inclusion (DEI) Steering Committee:**

Established a DEI Steering Committee to drive meaningful change and champion our commitment to fostering an inclusive and equitable workplace.



## **MIX Diversity Partnership:**

Partnered with MIX Diversity, a leading DEI consultancy, to conduct the Global Diversity, Equity & Inclusion Benchmark (GDEIB), which has provided us with valuable strategic recommendations to further enhance our DEI initiatives.



## **WISE Partnership:**

Formed a partnership with WISE, a leading organisation focused on advancing women in STEM, to enhance our initiatives and foster a more inclusive environment that empowers women in science, technology, engineering, and mathematics careers.



## **Menopause Support:**

Developed and implemented a Menopause Policy to offer tailored support for our female employees.



## **Enhanced Maternity Support:**

Increased company-paid maternity benefits by 60%, offering greater support to our employees during this important time.



## **Early Implementation of Neonatal Policy:**

Implemented the policy one year ahead of schedule, demonstrating our commitment to supporting employees with neonatal care needs.



## **Female PPE:**

Successfully conducted female-fit PPE roadshows across the UK to ensure our PPE better meets the needs of our female team members. As a result, our PPE catalogue has been expanded to include Altrad-branded female-fit overalls and a range of female-sized safety boots.



# Declaration

## Accuracy Statement

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

I give my personal commitment to drive a more equitable workplace for all at Altrad. We are dedicated to fostering an inclusive environment where every team member feels valued and supported.



**John Walsh**  
CEO of UK, Ireland, Nordics & Poland



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## About Altrad

We are the leading provider of infrastructure services.

At Altrad, we turn ideas into reality, to transform our nation's critical infrastructure for the better. We solve some of the most critical challenges to enable our nation's vital assets to operate safely and sustainably.

With over 11,000 talented people and a heritage of continuous innovation, we provide the full spectrum of critical services including consulting, design, engineering, construction, asset life optimisation through the decommissioning for industries both onshore and offshore.

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