



**PONTICELLI**  
**UNITED KINGDOM LTD**

# **GENDER PAY GAP REPORT**

APRIL 2024



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## WHO ARE WE



Ponticelli UK Ltd. is the UK subsidiary of Ponticelli Frères, an independent and family-owned Group, which provides services to major players in the energy industry and infrastructures, accompanying them all over the world in the design, construction and maintenance of their facilities to guarantee long-term safety and performance excellence..

Within the UK, Ponticelli employ approximately 500 employees onshore and offshore on installations on the UK Continental Shelf.

## OUR COMMITMENT



Ponticelli's vision is to be an employer of choice. Attracting, developing, retaining high performing people, irrespective of gender or any other personal characteristics.

At Ponticelli we are committed to equal pay for equal work, as well as implementing policies and processes which proactively address the gender pay gap.

## OUR VALUES



At Ponticelli, we recognise the value of a diverse workforce and strive to create a culture of diversity and inclusion, providing equal opportunities for both men and woman.



Safety



People



Wisdom



Performance



Integrity



## INTRODUCTION

“As we continue to embed ourselves into the UK, we remain committed to achieving gender balance across our organisation and creating a culture of inclusion in everything that we do.

We recognise that our diverse workforce is our biggest asset for building success and are dedicated to creating an inclusive environment that attracts new talent, develops existing employees and retains a diverse workforce.

We recognise the importance of addressing the gender balance head-on and are inspired to continually take steps to achieve this.

Whilst progress has been made, there is still work to be done to ensure all employees are compensated regardless of gender and we are committed to closing the gap and play our part in achieving Vision 2035. ”



**Benoit Lamoussiere**  
**Ponticelli UK Managing Director**



# OUR 2023 GENDER PAY GAP RESULTS

## WORKFORCE...

In line with the UK Gender Pay Gap Regulations, all companies with 250 or more employees are required to publish details of their gender pay gap and bonus gap.

It is worth noting that **Gender Pay Gap** and is not the same as **Equal Pay**. **Gender Pay Gap** - is concerned with the differences in the average pay between men and women, regardless of their role. **Equal Pay** - refers to the pay differences between men and women who carry out the same or similar jobs.

**88% MALE**



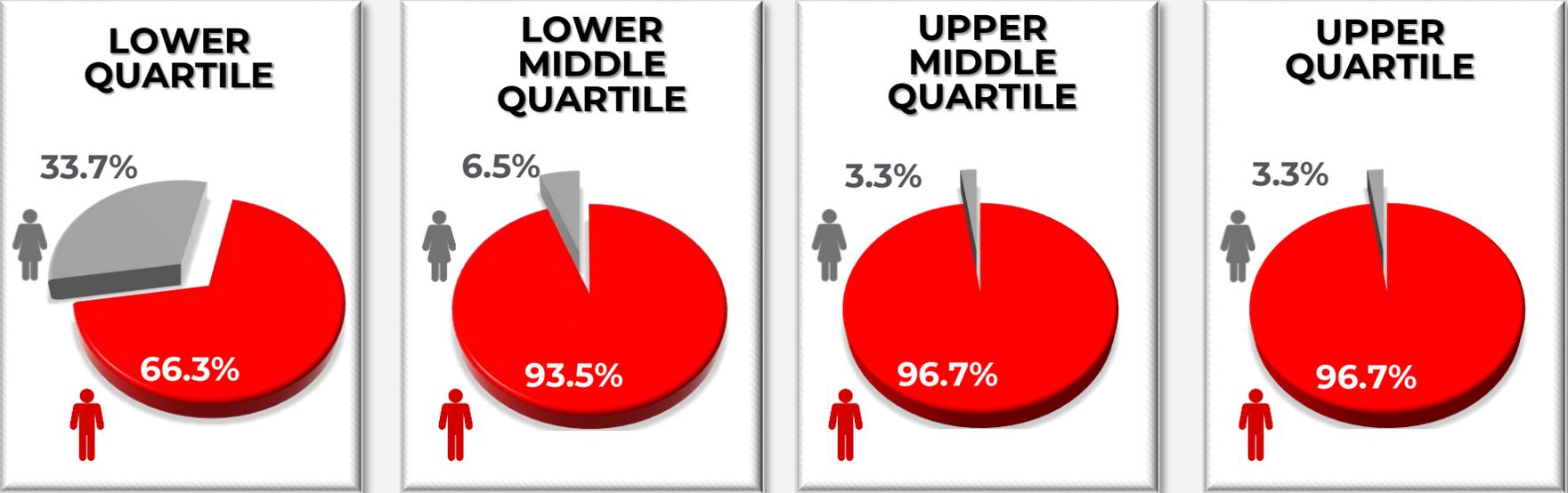
**12% FEMALE**



# OUR 2023 GENDER PAY GAP RESULTS

Gender split by quartile:

The proportion of **male** / **females** in each four quartile





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# OUR 2023 GENDER PAY GAP RESULTS



The percentage of Men & Woman who receive a bonus payment is attributed to Client specific bonuses for offshore employees.



**36.1%**  
The difference in **MEAN PAY** of MEN & WOMEN

**-88.4%**  
The difference in **MEAN BONUS PAY** of MEN & WOMEN

**33.8%**  
The difference in **MEDIAN PAY** of MEN & WOMEN

**-105%**  
The difference in **MEDIAN BONUS PAY** of MEN & WOMEN

MEAN and MEDIAN: The gender pay gap shows the difference between the MEAN (*average*) and the MEDIAN (*mid-point*) PAY and BONUS EARNINGS of male and female employees, expressed as a percentage of male employees' earnings.



# ANALYSING OUR GENDER PAY GAP

**The Gender Pay Gap is a calculation that compares the rates of pay for all employees within the organisation...**

The Gender Pay Gap is influenced by many factors, including industry sectors and societal norms and does not consider differences in job function, job level, qualifications and experiences.



1. Ponticelli has seen more females move into the Upper Middle and Upper Quartiles in 2023
2. There are a greater number of males in technical roles and more females in support roles; typically, technical roles attract a higher salary than support roles
3. There are more males in senior positions within the company, senior roles attract a higher salary.
4. Bonus payments in 2023 have again been impacted by legacy + client specific arrangements, however, this has been an overall increase in the number of females receiving a bonus payment.

Notwithstanding our efforts, these demographics are reflective of the oil and gas industry, whereby the predominance of men in the offshore sector have influenced our gender pay gap. We are committed to taking steps to change this.





# WHAT WE'RE DOING TO REDUCE OUR GENDER PAY GAP



## ATTRACT

We utilise inclusive and transparent recruitment practices.

We are working with industry bodies (OGTAP) to engage and promote diversity within our apprentice programmes.

We work with the Young Person's Guarantee supporting all young people in their personal and professional development, helping them to build successful careers in the Energy Industry.



## DEVELOP

We promote a development culture that enables all employees to progress.

We are continuing with compulsory Diversity & Inclusion training for all our employees.

We ensure our Leadership programme focuses on inclusion and unconscious bias. The aim is to engage our employees to create a safe and fair environment for all.



## RETAIN

We have introduced numerous benefits that appeal to a diverse workforce and endeavour to offer a flexible working environment that matches lifestyle expectations.



## 2023 HIGHLIGHTS

Improved benefit offerings to support a diverse workforce and introduction of additional D&I policies.



*I confirm that our UK gender pay gap calculations are accurate and meet the requirements of the regulations.*

**Benoit Lamoussiere**  
**Ponticelli UK Managing Director**



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