



PONTICELLI
UNITED KINGDOM LTD

GENDER PAY GAP REPORT

APRIL 2023



PONTICELLI UNITED KINGDOM LTD.

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 400 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



SAFETY, PEOPLE, WISDOM, PERFORMANCE, INTEGRITY

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.



INTRODUCTION

“As we 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 believe in addressing the gender balance and are inspired to continually take steps to achieve this.

We recognise that there are areas where improvements can be made and we are committed to working on these to reduce our gender pay gap and play our part in achieving Vision 2035.”



Olivier Renaud
Director



OUR 2022 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 2022 GENDER PAY GAP RESULTS

Gender split by quartile:

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

