

Expleo Eng UK Gender Pay Gap Report – April 2023

Expleo Engineering UK is duty bound to provide the following information for the Gender Pay Gap reporting (*Equality Act 2010 (Gender Pay Gap Information Regulations 2017 and the Equality Act (Specific Duties and Public Authorities) Regulations 2017*). The report provides information in relation to the pay for our Male and Female staff across our Monthly and Weekly payrolls. These payrolls hold the information for the 746 employees who were employed on a PAYE basis as of 5th April 2023.

The table below shows the Mean and Median average difference between the hourly pay for our Male and Female employees, for the year to 5th April 2023. This shows an increase in the Mean 2022 figure of 18.30% and a decrease in the Median 2022 average of 24.50%.

(i) Expleo Engineering UK Pay

	Mean Average	Median Average
Hourly Pay	19.60%	21.20%

The table below shows the Mean and Median average difference between the bonus pay for our Male and Female employees, for the year to 5th April 2023. There is a decrease in the Mean bonus pay from 2022, which was 67.30% and a decrease in the Median average, which was 69.00% in 2022.

(i) Expleo Engineering UK Bonus Pay

	Mean Average	Median Average
Bonus Pay	58.90%	43.80%

The proportion of Male and Female employees that receive a bonus has decreased within their gender sectors, with **9.40%** of Males receiving a bonus (10.10% in 2022) and **4.60%** of Females in receipt of a bonus (9.80% in 2022).

() Expleo Engineering UK Quartile Summary

The Expleo Engineering UK hourly rates, for all employees, both male and female, are listed in numerical order and split into 4 bands to show the proportion of male and female employees in each band.

Lower Quartile:	This lower quartile is made up of 73.00% Males and 27.00% Females
Lower Middle Quartile:	This lower middle quartile is made up of 79.10% Males and 20.90% Females
Upper Middle Quartile:	This upper middle quartile is made up of 87.40% Males and 12.60% Females
Upper Quartile:	this upper quartile is made up of 90.30% Males and 9.70% Females