

Expleo Engineering UK Limited Gender Pay Gap Report – April 2024

Expleo Engineering UK Limited 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 934 employees who were employed on a PAYE basis as of 5th April 2024.

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 2024. This shows a decrease in the Mean 2023 figure of 19.60% and also a decrease in the Median 2023 average of 21.20%.

Expleo Engineering UK Limited Pay

	Mean Average	Median Average
Hourly Pay	18.00%	15.90%

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 2024. There is a decrease in the Mean bonus pay from 2023, which was 58.90% and an increase in the Median average, which was 43.80% in 2023.

Expleo Engineering UK Limited Bonus Pay

	Mean Average	Median Average
Bonus Pay	57.50%	48.20%

The proportion of Male employees that receive a bonus has increased, with 10.10% of Males receiving a bonus (9.40% in 2023) with the female proportion decreasing slightly to 4.50% of Females in receipt of a bonus (4.60% in 2023).

Expleo Engineering UK Limited Quartile Summary

The Expleo Engineering UK Limited 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 80.60% Males and 19.40% Females
Lower Middle Quartile:	This lower middle quartile is made up of 76.70% Males and 23.30% Females
Upper Middle Quartile:	This upper middle quartile is made up of 88.50% Males and 11.50% Females
Upper Quartile:	This upper quartile is made up of 91.20% Males and 8.80% Females