

Expleo Eng UK Gender Pay Gap Report – April 2019

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 884 employees who were employed on a PAYE basis as at 5th April 2019.

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 2019. This shows a reduction on the Mean 2018 figure of 27.20% but an increase in the Median average of 23.50% in 2018.

Expleo Engineering UK Pay

	Mean Average	Median Average
Hourly Pay	26.20%	25.20%

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 2019. There is a decrease in the Mean bonus pay from 2018, which was 76.80% and an increase in the Median average, which was 64.80% in 2018.

Expleo Engineering UK Bonus Pay

	Mean Average	Median Average
Bonus Pay	70.40%	69.20%

The proportion of Male and Female employees that receive a bonus has increased within their gender sectors, with **10.60%** of Males receiving a bonus (8.80% in 2018) and **15.90%** of Females in receipt of a bonus (12.80% in 2018).

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 63.40% Males and 36.60% Females
Lower Middle Quartile:	This lower middle quartile is made up of 76.90% Males and 23.10% Females
Upper Middle Quartile:	This upper middle quartile is made up of 81.50% Males and 18.50% Females
Upper Quartile:	This upper quartile is made up of 92.20% Males and 7.80% Females