

Expleo Eng UK Gender Pay Gap Report – April 2021

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 570 employees who were employed on a PAYE basis as at 5th April 2021.

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 2021. This shows an increase in both the Mean 2020 figure of 29.00% and the Median 2020 average of 23.00%.

Expleo Engineering UK Pay

	Mean Average	Median Average
Hourly Pay	34.20%	26.50%

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 2021. There is an increase in the Mean bonus pay from 2020, which was 76.90% and an increase in the Median average, which was 81.90% in 2020.

Expleo Engineering UK Bonus Pay

	Mean Average	Median Average
Bonus Pay	78.00%	91.50%

The proportion of Male and Female employees that receive a bonus has decreased within their gender sectors, with **10.60%** of Males receiving a bonus (17.00% in 2020) and **14.70%** of Females in receipt of a bonus (16.40% in 2020).

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 66.90% Males and 33.10% Females
Lower Middle Quartile:	This lower middle quartile is made up of 80.10% Males and 19.90% Females
Upper Middle Quartile:	This upper middle quartile is made up of 85.60% Males and 14.40% Females
Upper Quartile:	This upper quartile is made up of 94.50% Males and 5.50% Females