

Expleo Eng UK Gender Pay Gap Report – April 2022

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 2022.

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 2022. This shows a decrease in both the Mean 2021 figure of 34.20% and the Median 2021 average of 26.50%.

Expleo Engineering UK Pay

	Mean Average	Median Average
Hourly Pay	18.3%	24.50%

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 2022. There is a decrease in the Mean bonus pay from 2021, which was 78.00% and a decrease in the Median average, which was 91.50% in 2021.

Expleo Engineering UK Bonus Pay

	Mean Average	Median Average
Bonus Pay	67.3%	69.0%

The proportion of Male and Female employees that receive a bonus has decreased slightly within their gender sectors, with **10.10%** of Males receiving a bonus (10.60% in 2021) and **9.8%** of Females in receipt of a bonus (14.70% in 2021).

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 70.8% Males and 29.2% Females
Lower Middle Quartile:	This lower middle quartile is made up of 83.8% Males and 16.2% Females
Upper Middle Quartile:	This upper middle quartile is made up of 88.2% Males and 11.8% Females
Upper Quartile:	This upper quartile is made up of 93.9% Males and 6.1% Females