

# ASSYSTEM TECHNOLOGIES GENDER PAY GAP REPORT APRIL 2018



Assystem Technologies is duty bound to provide the following information under for 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 922 employees who were employed on PAYE basis as at 5th April 2018.

## Assystem Technologies Pay

	Mean Average	Median Average
Hourly Pay	27.20%	23.50%

The table above shows the Mean and Median average difference between the hourly pay for our Male and Female employees, for the year to 5th April 2018. This is a significant reduction on the 2017 figures of, Mean 42.50% and Median 32.60%.

## Assystem Technologies Bonus Pay

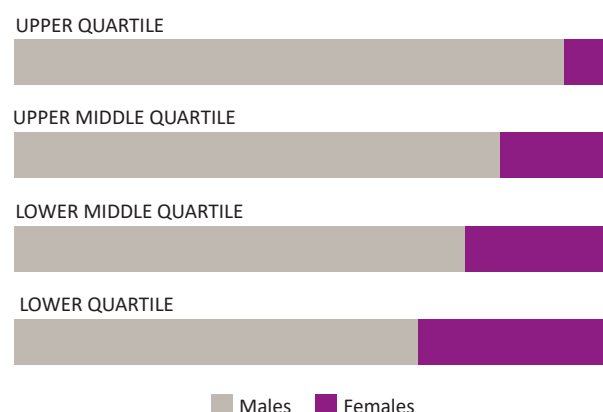
	Mean Average	Median Average
Bonus	76.80%	64.80%

The table shows the Mean and Median average difference between the bonus pay for our Male and Female employees, for the year to 5th April 2018. There is an increase in the Mean and Median bonus pay from 2017, which was 70.50% and 63.90%, respectively.

The proportion of Male and Female employees that receive a bonus has decreased within their gender sectors, with 8.80% of Males receiving a bonus (17.00% in 2017) and 12.80% of Females in receipt of a bonus (18.30% in 2017).

## Assystem Technologies Quartile Summary

The Assystem Technologies 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 67.70% Males and 32.30% Females

Lower Middle Quartile: This lower middle quartile is made up of 75.70% Males and 24.30% Females

Upper Middle Quartile: This upper middle quartile is made up of 81.90% Males and 18.10% Females

Upper Quartile: This upper quartile is made up of 92.10% Males and 7.90% Females

## How Assystem Technologies are addressing the gender pay gap

- Providing greater support through the WEB (Women in Engineering and Business) Forum to females within the business
- Significant increase in Maternity provisions
- Positively encouraging more female graduates to join the developing engineering programme
- Continuing to encourage a flexible working philosophy within the business



## SQS 2017 Gender Pay Gap Report

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. All data in this report is based on the 5th April 2017. SQS Group Limited based in Great Britain and Northern Ireland has a combined headcount of 311 employees at 5 April 2017. The gender split is 75% Male and 25% Female and the mean gender pay gap is 31.6%.

### **SQS Pay & Bonus Gap**

	Mean (Average)	Median (Mid-point)
Hourly fixed pay	31.6%	17.8%
Bonus paid	72.9%	54.6%

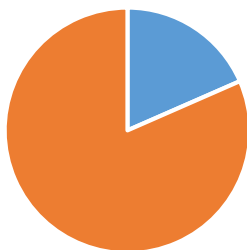
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2017, i.e. for the 2016 performance year.

The IT sector has predominantly appealed to a much higher number of males than females and we are working on raising awareness of careers in IT to change this. We also want to encourage more women into bonus paying roles, such as Sales and Delivery.

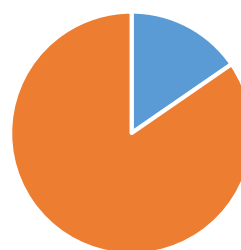
### **Bonus gender pay gap**

The proportion of males and females who received a bonus in the year to the 5<sup>th</sup> April 2017.

22.6% of males receiving a bonus

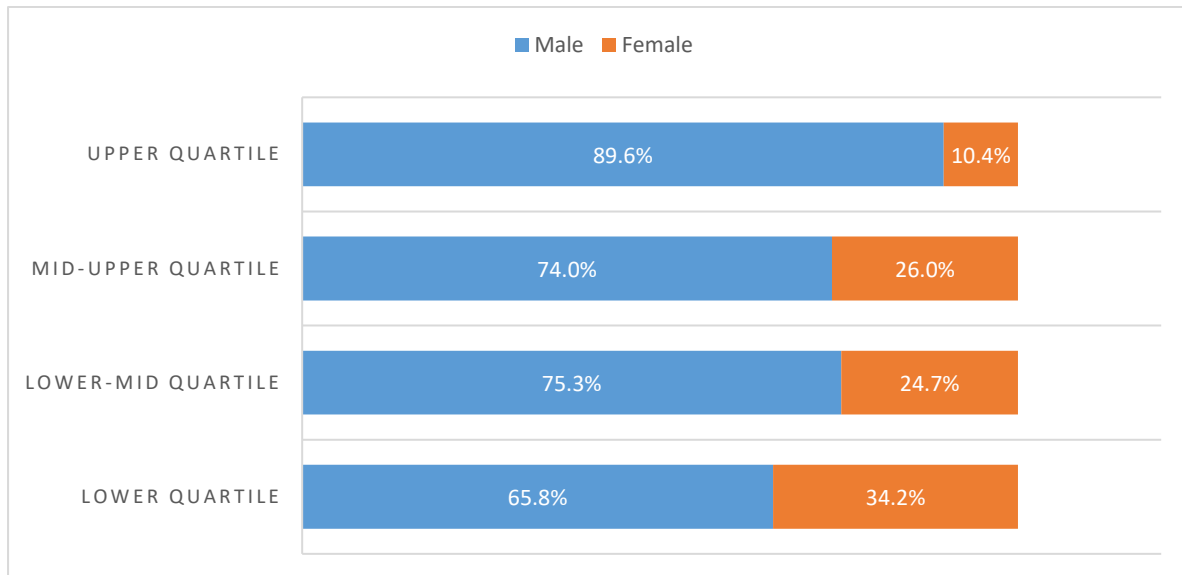


18.2% of females receiving a bonus



## Male and Female employees by pay quartile

This includes all permanent employees who have had no leave in the pay period, and shows the percentage of male and female employees in each pay quartile.



## How will SQS address the gender pay gap?

We know that this is a longer-term process but we are actively looking into areas that will address the gaps in both the pay and bonus areas. We are looking to revise existing policies and working practises that will benefit women more specifically, and we have plans to move forward on a number of initiatives.

- Encourage more females into senior positions and bonus paying roles through internal workshops, learning and development programmes and recruitment campaigns.
- Working on the talent pipeline to ensure that we improve diversity at all levels within the business. We engage with organisations that focus on hiring women back into work to support our long term growth in female talent.
- Increasing the presence of females in shortlisting's throughout the recruitment process using targeted recruitment and job boards to support this initiative.
- Focus on getting more females into SQS from Graduate level using target campaigns to ensure a longer term, sustainable talent mix.
- Ensure we have development programmes to actively engage and retain females in the workplace.
- The working hours our employees undertake are dictated by our Clients, however we will look at working environment which encourages more flexibility.

## Declaration

I confirm that the SQS gender pay gap calculations are accurate and meet the requirements of the Regulations.



Kevin Cunningham  
Managing Director – UK