

Gender Pay Gap Report 2022

SNAPSHOT DATE 05/04/2022

REPORTING PERIOD 06/04/2021 - 05/04/2022

Gini Freeman, HR Manager



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Introduction



- **Inclusion** is important to NUVIA, not only across gender but intersectionally throughout our workforce to enable employees to feel comfortable in bringing their whole self to work. Whilst this report focuses on gender, we are continuously extending our inclusion initiatives to all characteristics.
- **Inclusion starts with 'I'**. It takes all of us to make a difference in the ED&I space, we are all responsible and have a part to play. NUVIA's ED&I Working Group have taken big strides in educating our employees & developing our culture. We want our employees to feel feeling psychologically safe in a workspace where everyone can be their best self.
- **Equality.** We at NUVIA ensure that people are given equal opportunities, equal pay for equal work, and all are accepted. We provide support where possible to support disadvantaged.
- **Equity** is vital to reduce barriers in the workplace which in-turn helps reduce the gender pay gap.
- **Diversity** is welcomed and celebrated in NUVIA, as we work towards a bias-free workforce.

Written Statement

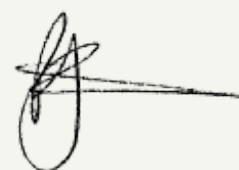


This is our sixth annual Gender Pay Gap Report, with data taken from the snapshot date of the 5th of April 2022. We are pleased to report that our initiatives throughout 2021 and 2022 have shown positive impacts in reducing our Gender Pay Gap.

We are delighted that this is the sixth consecutive year we have seen further movement in a positive trend and we continue committed to reducing the pay gap. We need to continue to develop pathways to rewarding careers for people from all backgrounds.

The ED&I (equality, diversity & inclusion) Working Group continues to grow and we enjoy learning together and bringing change. We remain committed to work together to develop ED&I in NUVIA and externally with clients, competitors and stakeholders. We have consistently reported data to our workforce on a quarterly basis and made this visible on our 'Inclusion Hub'. We have continued to educate and develop our teams in all areas of ED&I through regular forums, activities and communications. We are pleased that we have been able to open up communications further in this area and that more people are engaging further in the ED&I arena.

I confirm the data reported is accurate and in line with the mandatory statutory requirements.

A handwritten signature in black ink, appearing to be "R. Fearnside", written over a horizontal line.

Richard Fearnside
HR Director



Introduction

The gender pay gap is a measure designed to show the difference between the gross hourly earnings for all men and all women in an organisation. This is without taking into account individual roles, responsibilities and seniority level. It is important to note, a reported gender pay gap does not mean women are paid differently than men for doing the same job, but it does show that, on average, that one gender occupies higher-paying roles than the other.

The gender pay gap report is particularly important to us at NUVIA as the Nuclear industry consists of and attracts a high proportion of male workers, where female talent is the minority. The data highlights areas to address to take positive action to reduce the gender pay gap to attract and retain diverse employees in our organisation and the industry.

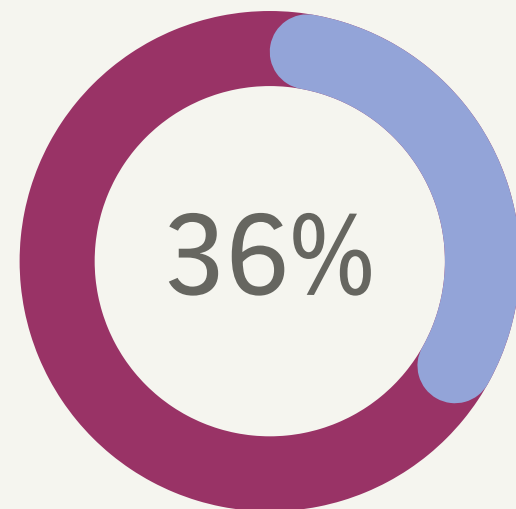
Gender pay gap reporting helps us measure each year how successful our ED&I initiatives have been, specifically focused on our progress of gender equality in our workplace. We are committed to the set (NSD) Nuclear Sector Deal Targets to create a more balanced industry and help us achieve gender balance across our workforce in-turn. We have a responsibility to drive the nuclear industry forward in this area for the benefit of future generations.



Gender Pay Gap Data

Our workforce has seen an increase in female colleagues from 22-24% since 2017-18. We still are aiming towards the Nuclear Sector Deal Target of 40% female representation within its workforce by 2030.

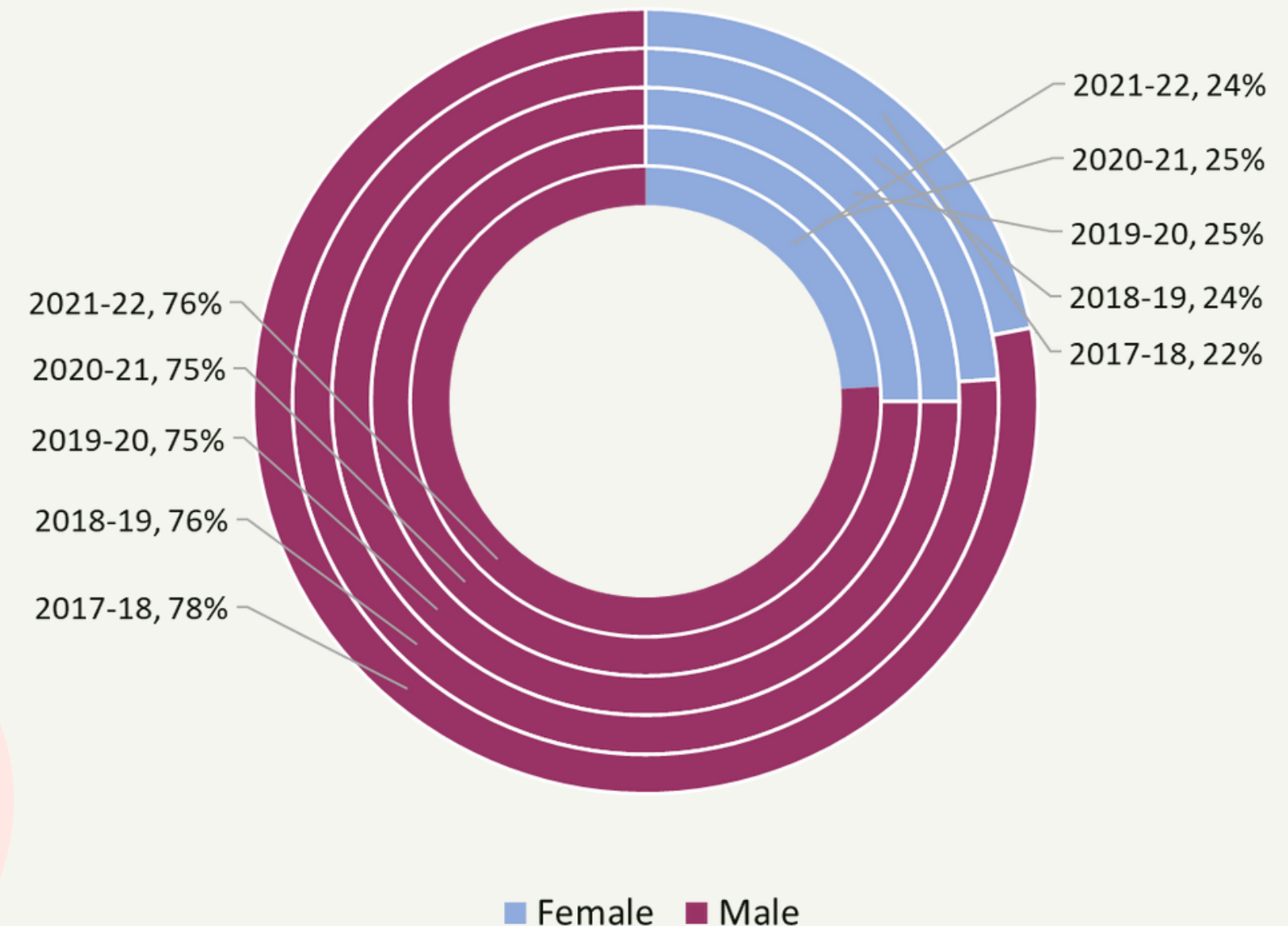
Our focus over this period has been supporting changes in the business. Positive action has been taken to work towards improving our gender balance and an overall more balanced diverse workforce.



of promotions in the reporting period were female colleagues.



Full Pay Relevant Employee Split
(snapshot date 5th April 2022)



Gender Pay Gap Data

Our Mean gender pay gap over-time

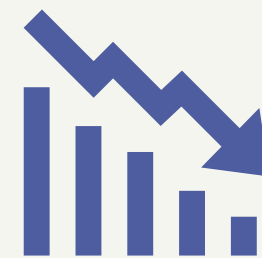
The Mean gender pay gap has reduced to 17.21%, dropping to the lowest recorded level at the mean.

Our Median gender pay gap over-time

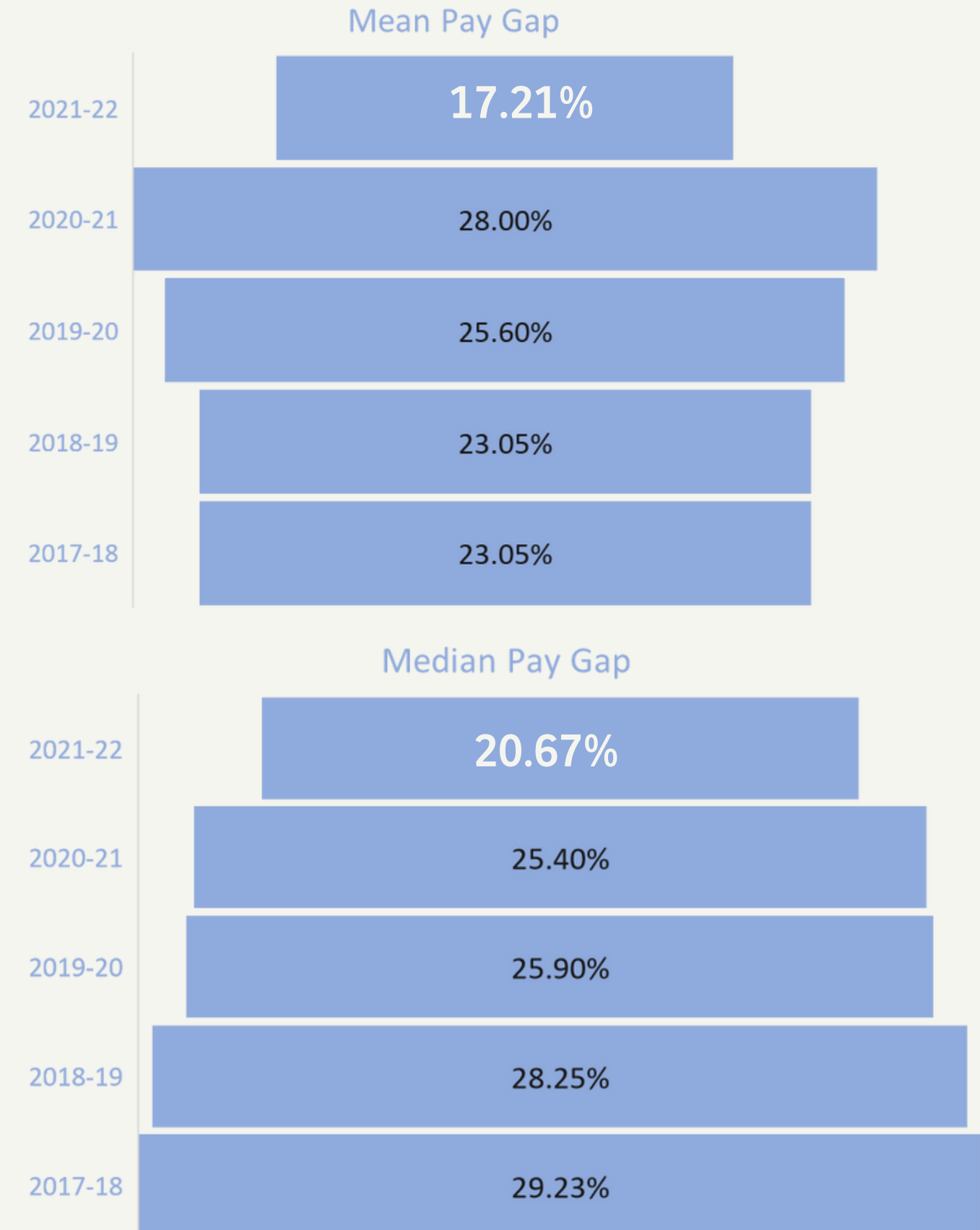
The Median gender pay gap has also reduced to our lowest recorded level of 20.67%..

We tend to see a much greater proportion of males working on client sites in the field, these roles more commonly have allowances associated with them that contribute to the Hourly rate such as; Location, Retention & Secondment allowances & Sales bonuses.

Interestingly, with our Recognition Award scheme we see more women receiving recognition rewards with nominal monetary value than men.

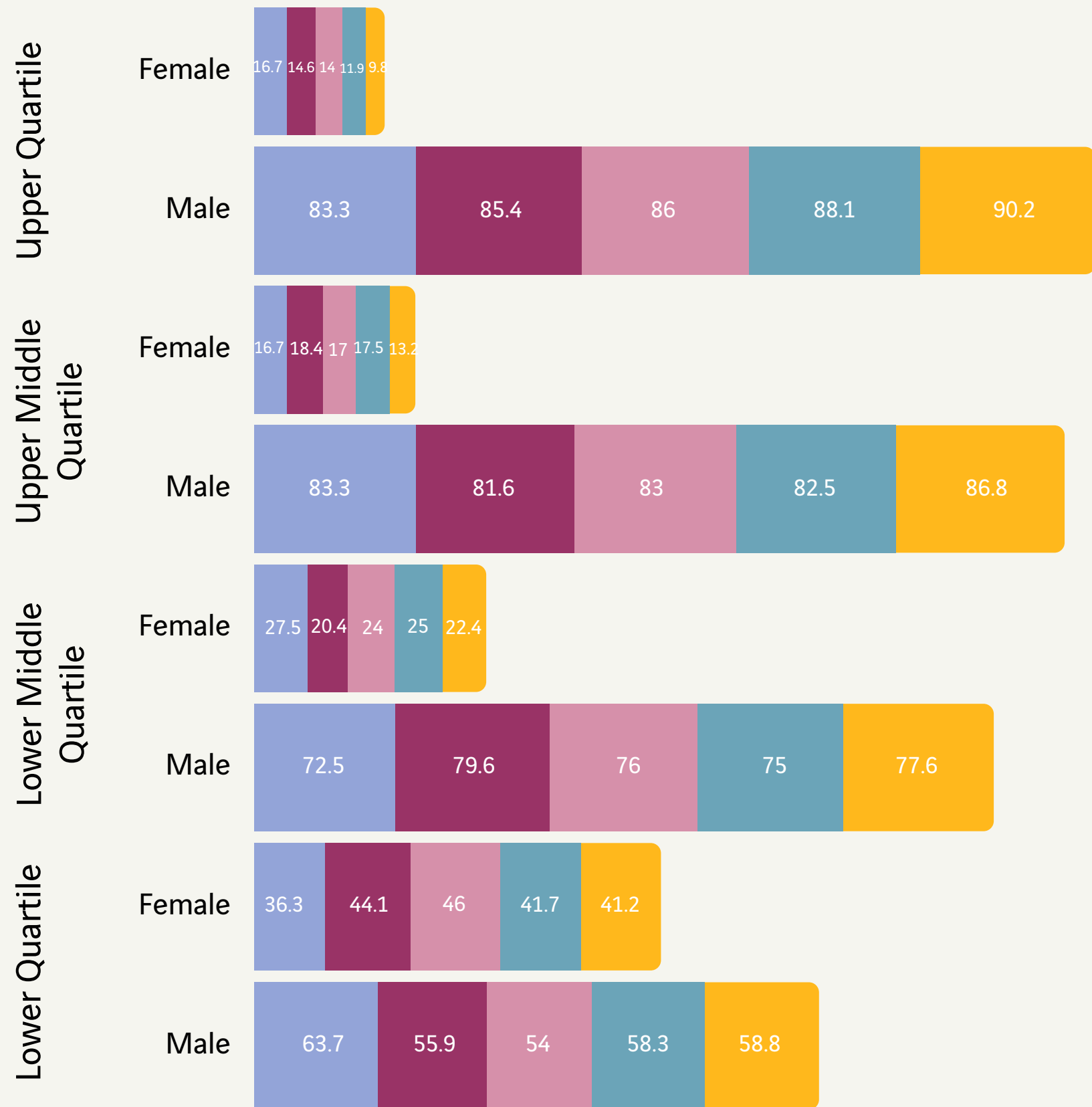


Mean = Hourly rate total/no. full pay relevant employees
Median = Mid point of hourly rates



Gender Pay Data - Quartiles Comparison (last five years)

■ 2021-22 ■ 2020-21 ■ 2019-20 ■ 2018-19 ■ 2017-18



Gender Pay Gap Data

- The data since the last reporting period at the Upper & Lower Middle Quartile shows positive movement for female.
- The Upper Middle and Lower Quartiles since the last reporting period show positive changes for Male from the previous reporting period.
- Over the last 5 years illustrated here, there are positive increases in % of females from the Lower Middle all the way to the Upper Quartiles.

Gender Pay Gap Data

The quartiles shown illustrates NUVIA's gender split in four quartile pay bands on the 05/04/2022:

UPPER QUARTILE

is made up of senior technical and leadership positions.

UPPER MIDDLE QUARTILE

consists of middle management, senior engineering & technical positions.

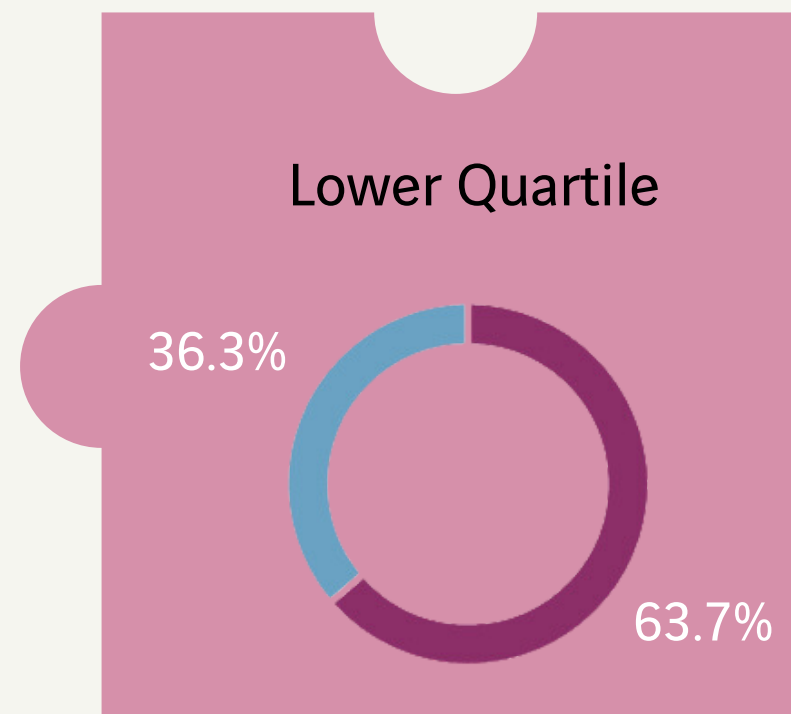
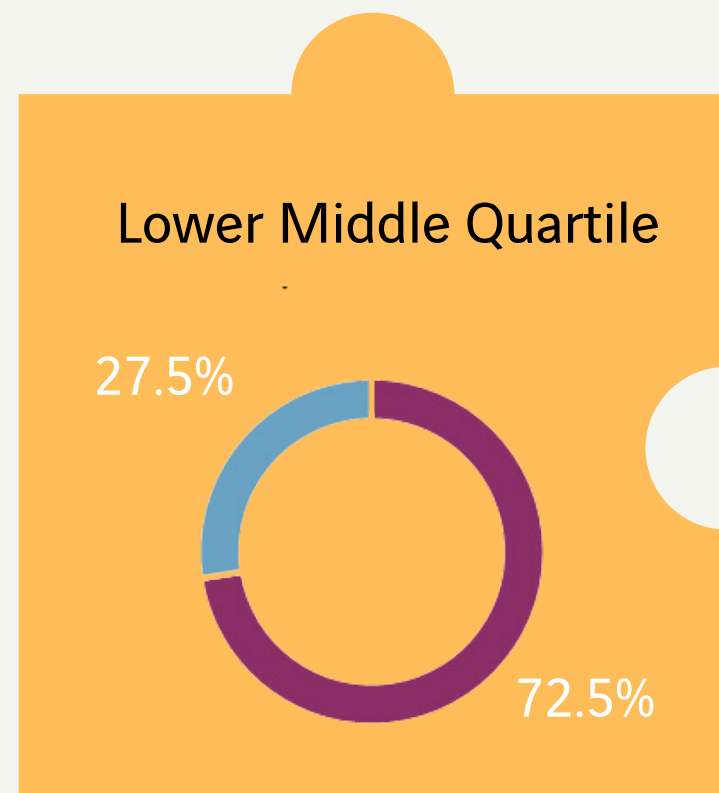
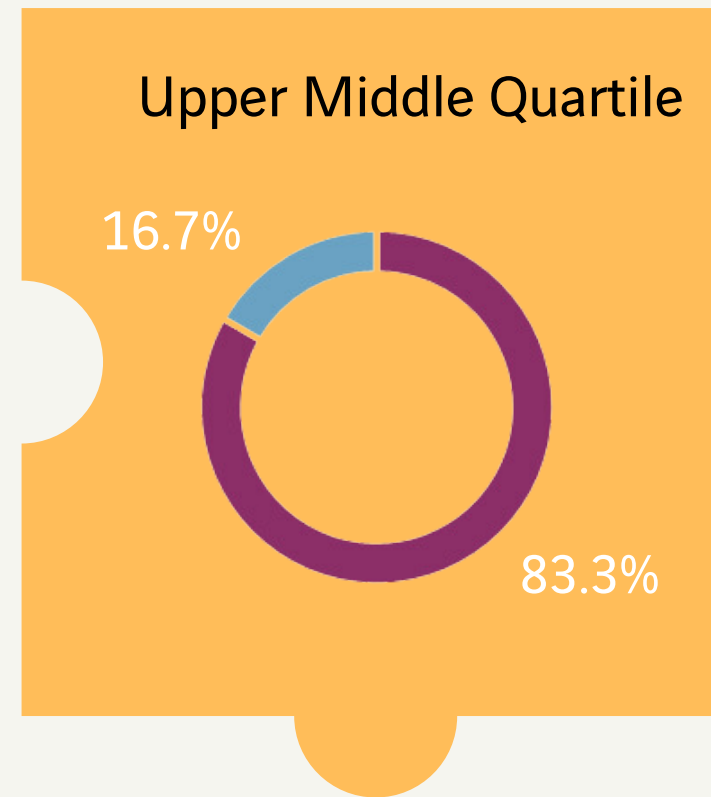
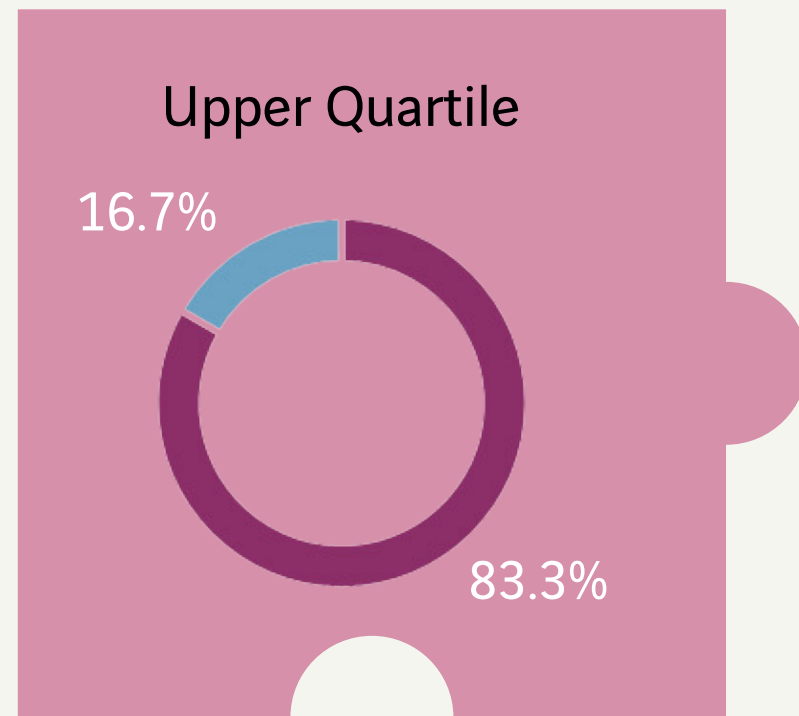
LOWER MIDDLE QUARTILE

consists of predominantly site workers which is where we see a high number of male colleagues and some admin support roles. We have seen an increase in females at this level since our last report.

LOWER QUARTILE

This quartile consists of administrative roles & career entry level roles. We are starting to see a higher %age of males at this level.

■ Male ■ Female



Our Gender Bonus Gap

In 2021-22, those employees who were paid a bonus received this based upon awards, contractual terms and conditions and retention mechanisms.

There was a relatively even spread of males and females eligible to receive a bonus payment in this period than the last.

21.25%

MEAN BONUS PAY GAP

We are pleased to see the bonus pay gap reduce dramatically from 68.8% to 21.25% at the mean point. This demonstrates bonus values paid were of more equal footing between genders.

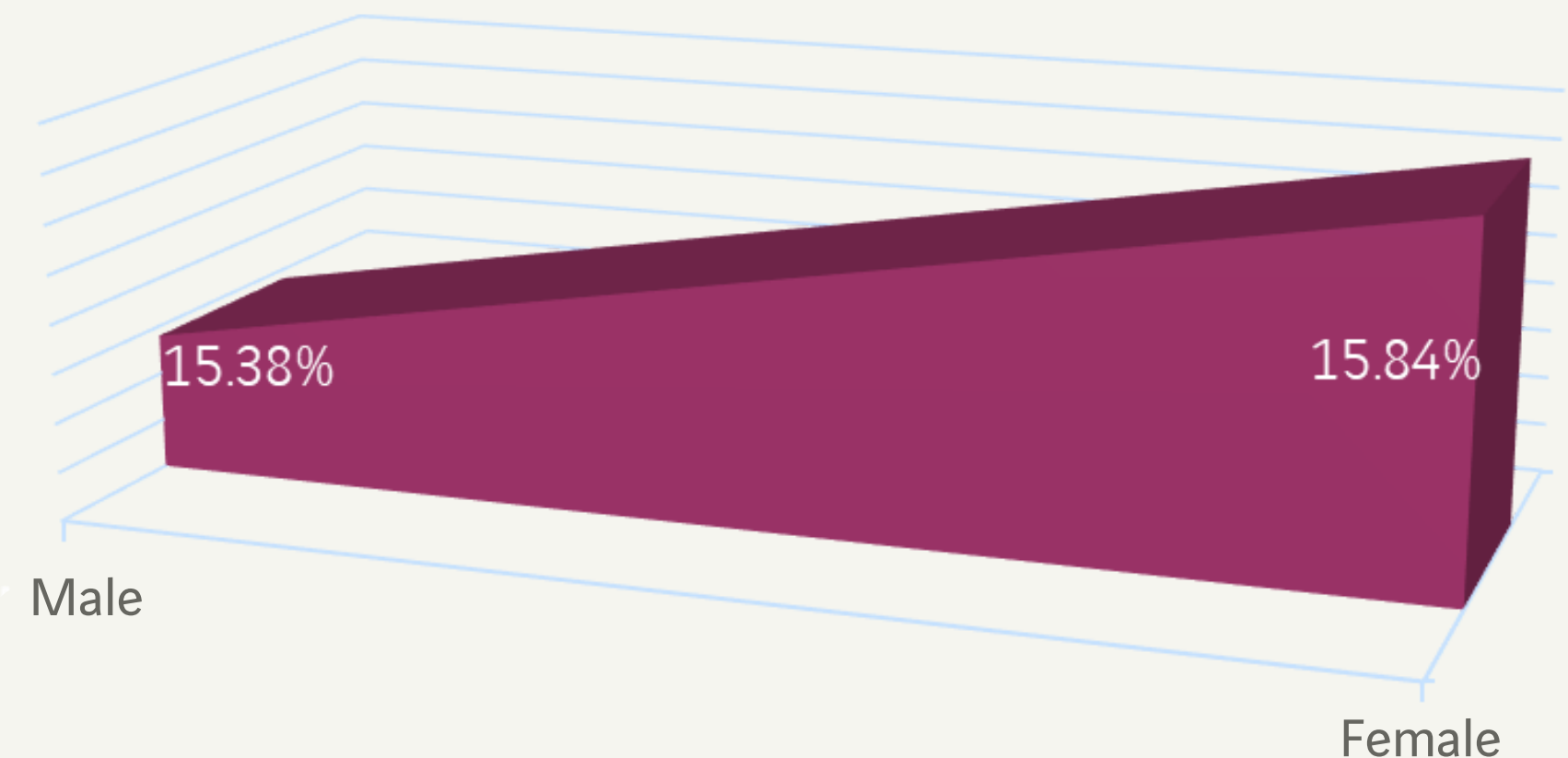
0%

MEDIAN BONUS PAY GAP

The median bonus pay gap stays static, based on operatives' terms and conditions, bonuses at this level are of equal value.

BONUS ELIGIBILITY

% of relevant employees paid a bonus 2021-22



Creating an Inclusive Work Environment



At Nuvia we are very proud of our efforts within Equality, Diversity & Inclusion (ED&I). We promote a diverse, inclusive work environment where employees are valued for their differences, able to bring their whole self to work and are empowered to succeed. These efforts have been recognised through becoming finalist at the prestigious ECI Training and Development Awards in London in October 2021. For the category of 'Supporting ED&I in Engineering and Construction'. Nuvia UK were proud to be presented this Award.

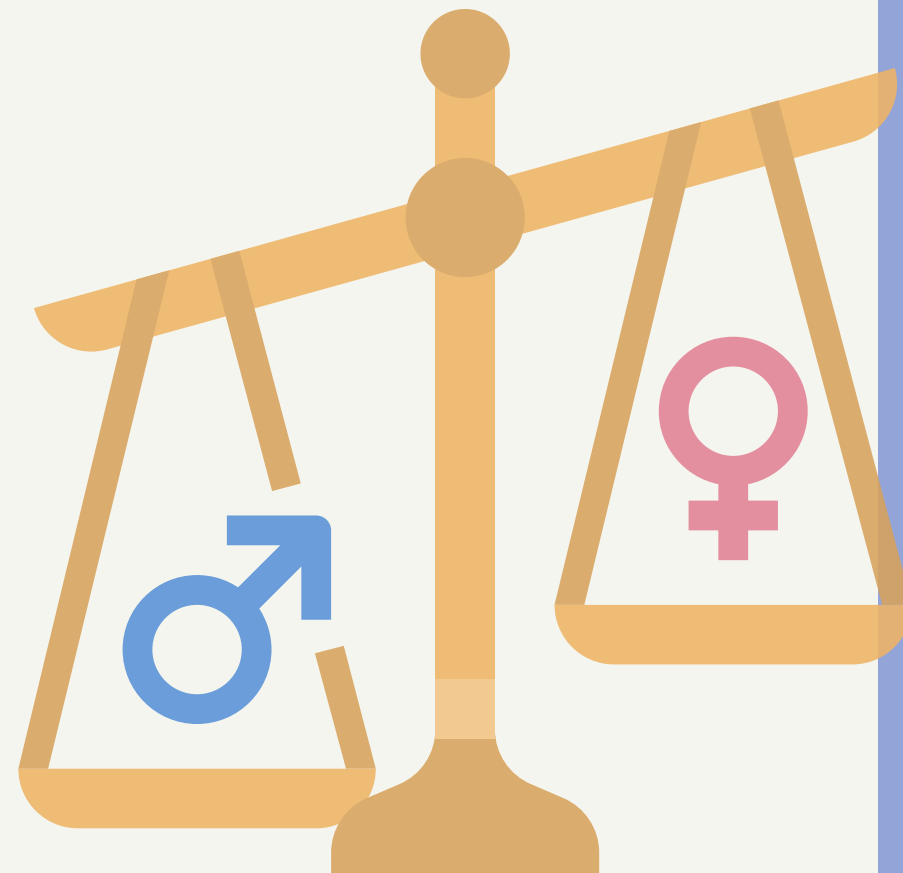
Our gender split has seen small improvements year on year since 2017, and in 2020 we met the Nuclear Sector Deal (NSD) Targets of 25% women in the company. We have the ambitious NSD target of reaching 40% women in nuclear by 2030.

Through the increased communications in the business, NUVIA is starting to see colleagues start conversations relating to ED&I. We have received positive feedback from the ED&I Forums that employees and Line Managers have really enjoyed and learnt from them.



Positive ED&I Actions

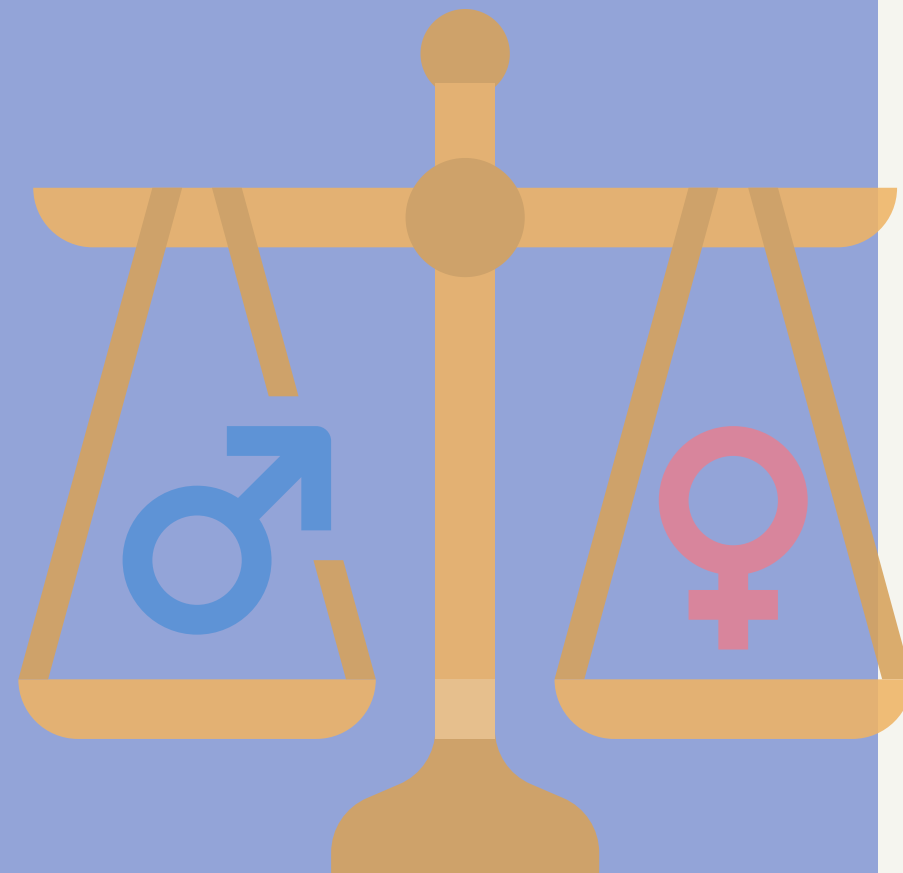
We have:



- 01 Continued to develop our internal 'Inclusion Hub', including quarterly reporting via our ED&I Dashboard.
- 02 Educated our employees with new ED&I communications & quarterly forums.
- 03 Developed our culture in welcoming Diversity and the promotion of challenge in ED&I.
- 04 Continued to develop our leaders.
- 05 Explicitly reviewed and measured our behaviours around 'Respect for people' in our performance development reviews.
- 06 Networked across the nuclear industry and VINCI group around ED&I topics, sharing best practice and ideas to address barriers/gaps together.

Positive ED&I Actions

We will:



- 01 Develop our external recognition by gaining ED&I Accreditation or Certification.
- 02 Continue to learn and share with our network in the nuclear sector .
- 03 Expand our approach to include 'Belonging' in ED&I (Belonging, Equality, Diversity & Inclusion).
- 04 Introduce an 'Inclusive Leader' Award.
- 05 Work with WiN to reduce the gender pay gap in NUVIA.
- 06 Provide an external ED&I training programmes to our employees.
- 07 Develop and evolve our ED&I Working Group to focus on specific areas of ED&I for further traction, supported by the Board.
- 08 Promote the YGN & Stem Ambassadors across NUVIA.
- 09 Work to reduce the current number of colleagues who choose not to disclose their equal opportunities information throughout building confidence.