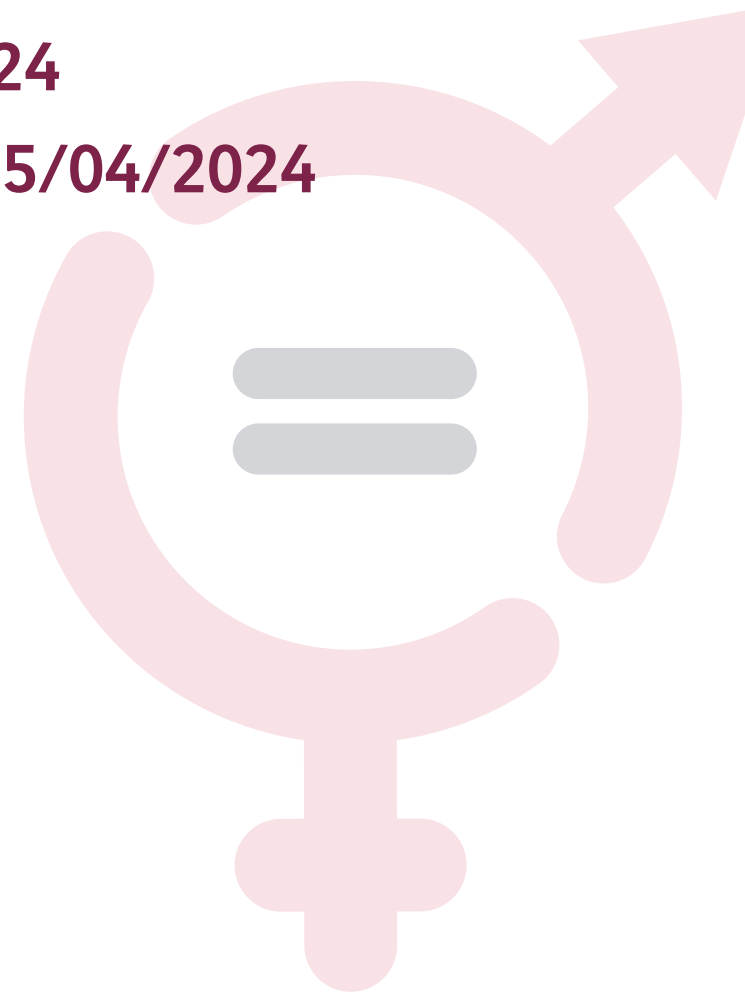


# Gender Pay Gap Report 2024

SNAPSHOT DATE 05/04/2024

REPORTING PERIOD 06/04/2023 - 05/04/2024

Gini Freeman, HR Manager



# Summary

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# Introduction

In 2017, the government introduced gender pay gap reporting for employers with over 250 employees in the Private Sector. This was welcomed by NUVIA, as we embarked on our journey towards gender equity. Our actions have supported us to become a more inclusive company. However, we saw gender as only one element of Equality, Diversity & Inclusion.



Gender equity is an important strand as we grow as an industry and company, our gender diversity action is strengthened through working alongside; Women in Nuclear (WiN), Destination Nuclear & collectively through networking in the sector via the ED&I Alliance. The nuclear industry has for decades been dominated by a male workforce, and it is predicted that it will take the industry until 2158 to see true gender equity! At NUVIA, we are committed to changing this and accelerating change in both our company and the nuclear industry.

There are several reasons why our pay gap exists. A key factor being the traditionally high representation of men across our workforce in technical roles which attract a higher salary, most of which have long service.

This is consistent across the industry and therefore an issue that requires long term solutions. Furthermore, a lower proportion of females' study STEM subjects at school and then progress these into a career, compared to men. Therefore, systemic issues & gender stereotypes still influence our industry and workforce demographic.

Whilst this report focuses on gender, we are continuously extending our inclusion initiatives to all characteristics. Collaboratively it takes us all to make the required difference to bring about equity.



# Introduction cont.

We know that organisations with a diverse workforce perform better, when there is an inclusive culture, people thrive. We are dedicated at NUVIA to continue on the journey towards gender equity.



The gender pay gap is not the same as equal pay. Equal pay is the legal requirement for men and women to be paid the same for performing the same work or work of equal value. This is protected under the Equality Act 2010. The gender pay gap, specifically, is the difference between the average pay of men, compared to the average pay of women within an organisation. The gender pay gap, as reported in-line with government requirements includes; allowances, bonuses and salary, which makes up the overall ordinary pay, which is then translated to an hourly rate for comparison purposes.

Sharing this data publicly is important as it demonstrates our progress towards achieving greater diversity and inclusion, illustrating our commitments openly and transparently, showing how we are performing.

NUVIA have a fair and transparent pay & grading structure, which has played a key role in reducing the gender pay gap. Attracting and retaining a diverse workforce is a top priority as we move forward in closing the pay gap further. We aim to address areas which we are aware are under-represented, and are working to reduce the data disclosure gap, to further inform our ED&I Strategy. We appreciate there is still some way to go, but we are pleased to see we continue to head in the right direction, towards gender pay equity.



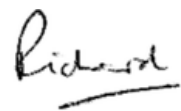
# Written Statement

This is our Eighth annual Gender Pay Gap Report, with data taken from the snapshot date of the 5th of April 2024. We are pleased to report that our initiatives throughout 2023 to 2024, have again brought further improvements to our Gender Pay Gap.

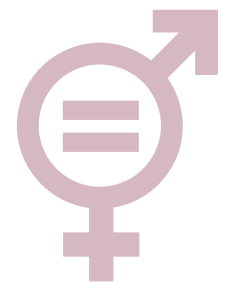
Inclusion and diversity are fundamental to the success of NUVIA – the innovative work we undertake in the Nuclear industry relies on the highest standards and breakthrough ideas that only come from a diverse workforce empowered to deliver and challenge. I am particularly pleased to see the progression women are making in their careers within NUVIA and delighted our efforts have again been acknowledged externally. In the reporting period, we benchmarked ourselves externally and were accredited the Bronze Standard with 'Inclusive Employers' at our first attempt. We have continued our efforts in communities to promote the great careers to be had within the Nuclear industry with STEM Ambassadors at all levels of NUVIA Efforts now focus on mid-careers, career returners and early careers to open up our business further to female candidates.

Whilst delighted with the progress we have made to reduce our mean pay gap to 6.05%, our journey is far from over. We are determined to enjoy the benefits of as diverse and inclusive workforce as is possible, at the earliest opportunity. We will continue to build internally and invest externally to promote STEM careers. Special thanks should go to those colleagues prominent in their activities to support our mission to not only close but eradicate any gaps and support out ED&I initiatives.

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



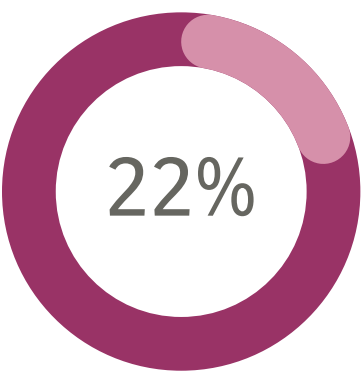
Richard Fearnside  
Culture & People Director



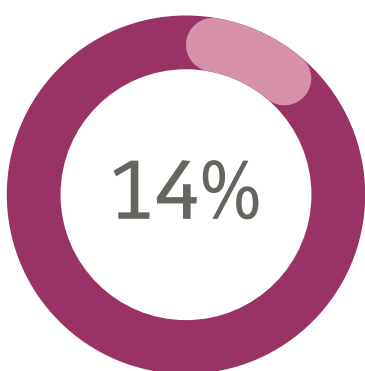
# Gender Pay Gap Data

Our workforce has a 20/80% female/male ratio. Despite positive action, we continue to see fewer females than males apply for and undertake STEM roles and recognise this as an area for further focus.

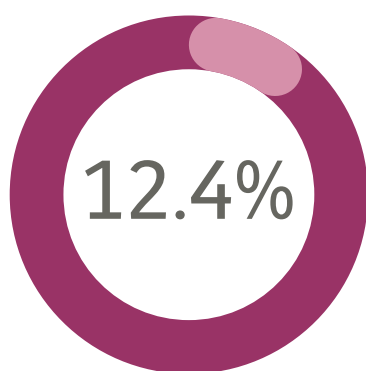
Positive action has been taken to work towards improving our gender equity within the organisation. We aim for an overall, more balanced diverse workforce to support our future strategic objectives.



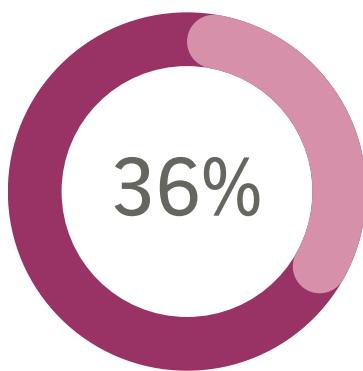
of our managers were female on the snapshot date.



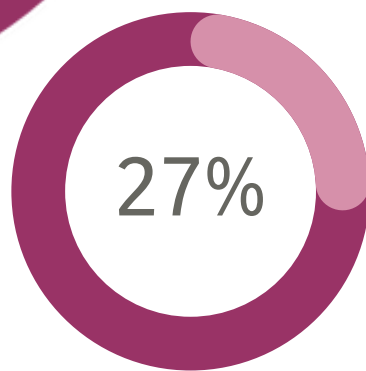
of our Board members were female in the reporting period.



of job applicants were female. 87.6% of job applicants were male. 9% of new starters during the reporting period were women.

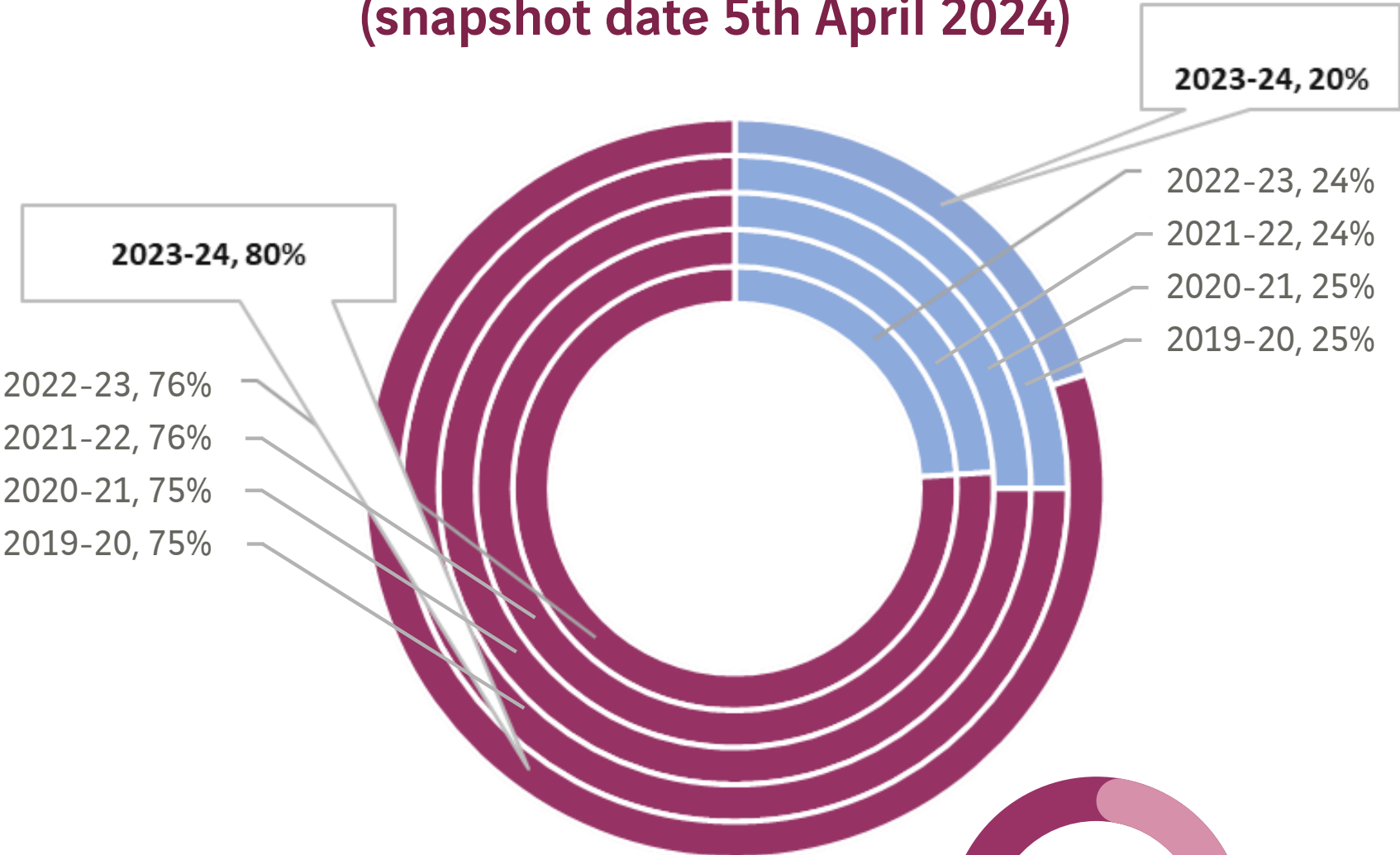


of employees who attended Leadership training were women. A further tailored leadership community program was launched with 33% of the attendee's being female.



of all promotions in the reporting period were female colleagues. 4% of male colleagues were promoted in the reporting period. 6% of female colleagues, were promoted in the reporting period.

Full Pay Relevant Employee Split (snapshot date 5th April 2024)



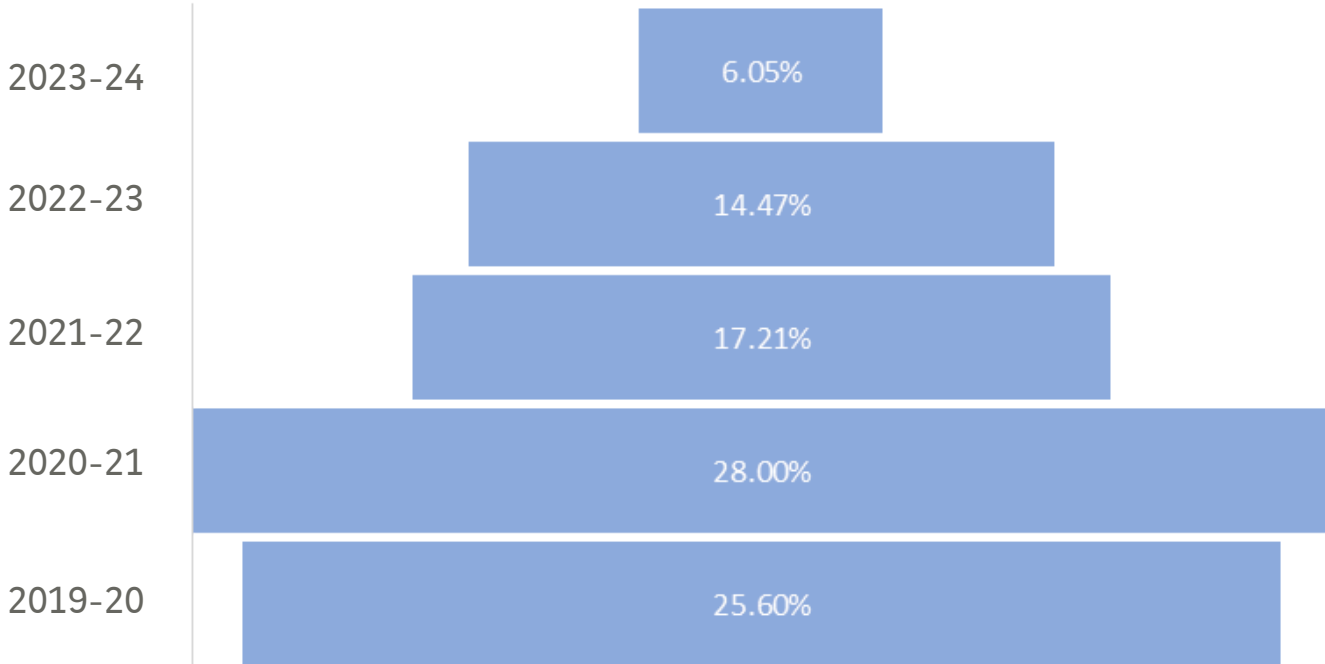
# Gender Pay Gap Data

The decrease we see at the mean position is based on the pay difference of males and females, reducing from the last point of reporting to the current snapshot date. We see a higher number of male colleagues overall, contributing to the reduction at the mean level. Our workforce consists of a high proportion of colleagues who work on customer sites, who are traditionally male. In this group of site colleagues, they continue to receive allowances (mentioned in previous reports) associated with their terms and conditions. These are allowances such as: Location, Retention & Responsibility etc, which contribute towards the make-up of the hourly rate.

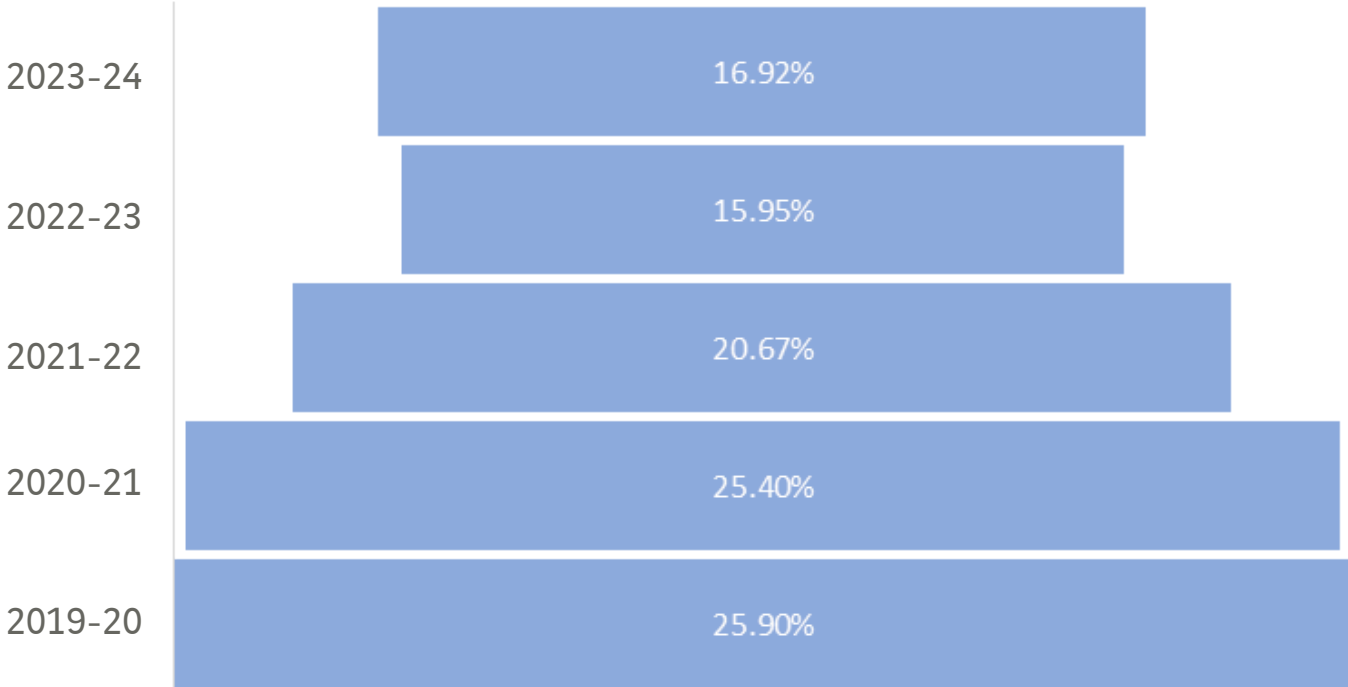
The average salary for females had increased from the point of last reporting, reducing the difference between each gender’s hourly rate. A contributing factor in the reduction, is through the bonuses awarded as part of the Annual Pay Award and further exceptional bonuses (performance and contractual based). A higher percentage of women in their population were in receipt of bonuses, in comparison to men in their population.



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



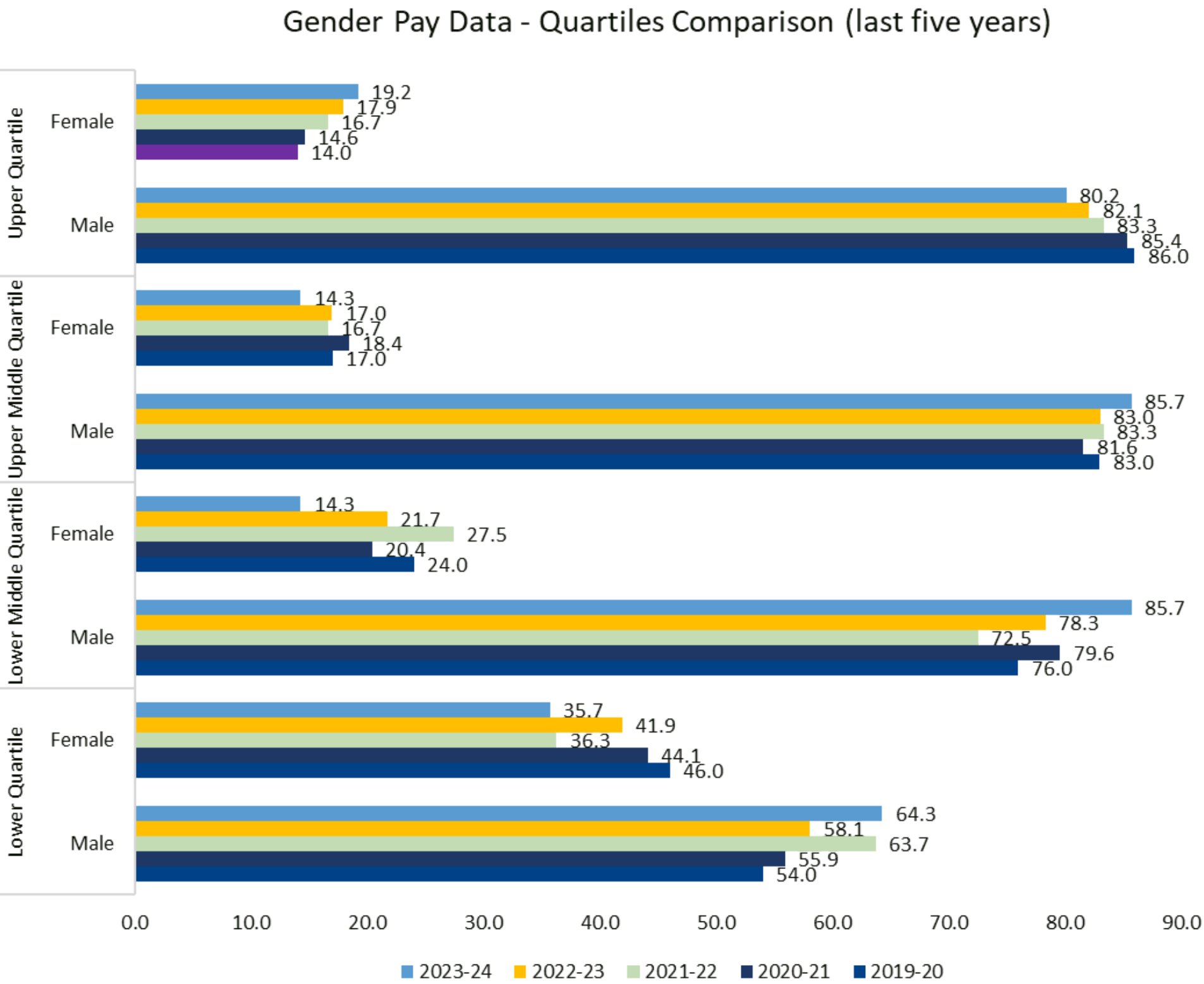
The Mean gender pay gap has reduced to 6.05%, dropping to the lowest recorded level at the mean.



The Median gender pay gap has increased to 16.92%



# Gender Pay Gap Data



- The data since the last reporting period, and over the last 5 years at the Upper Quartile shows positive movement for females, increasing from 14-19%.
- At the Upper Middle Quartile, we have seen the female population decrease. This is partly explained by females moving into the Upper Quartile. The Male Quartile also increases at this level as we attract more into the company at Engineer and management level being more often than not, Male.
- Lower Middle Quartile has seen a rise in male colleagues, as we see many site colleagues dominating this quartile.
- Lower Quartile shows again a rise in males and decrease in female, based on roles being at site.
- From the start of reporting, we have seen a decrease in females at all quartiles, with the exception of the Upper which has increased. Our number of male colleagues has increased, impacting these statistics.



# Gender Pay Gap Data

The quartiles shown illustrates NUVIA’s gender split in four quartile pay bands on the 05/04/2024:

## UPPER QUARTILE

The female population has increased within this quartile.

## UPPER MIDDLE QUARTILE

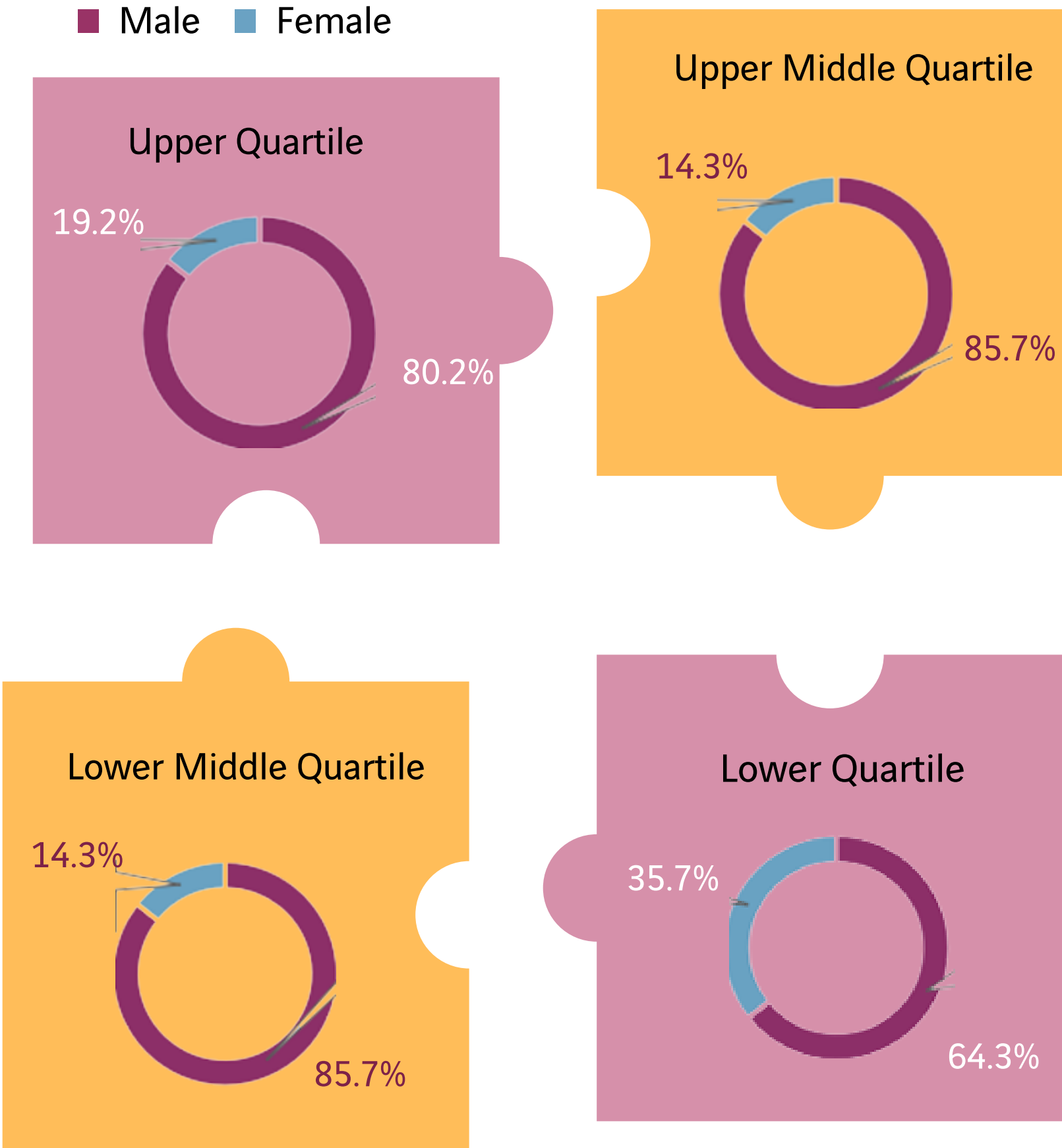
We have seen a decrease in females in this quartile, following an increase in the previous reporting period. The roles in this quartile consists of management, engineering, technical & some site management positions.

## LOWER MIDDLE QUARTILE

We have seen a decrease in females in this quartile, following an increase in the previous reporting period. This consists of predominantly site workers, which is where we traditionally see a high number of male colleagues and some admin support roles.

## LOWER QUARTILE

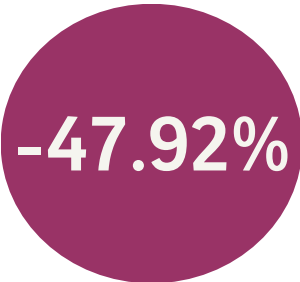
We have seen a decrease in female representation in this quartile. This quartile consists of administrative, operative roles & career entry level roles.



# Our Gender Bonus Gap

The percentage of males paid a bonus in the reporting period increased from 8.23% to 66.67%. The percentage of females paid a bonus in the reporting period increased from 17.14 to 87.27%.

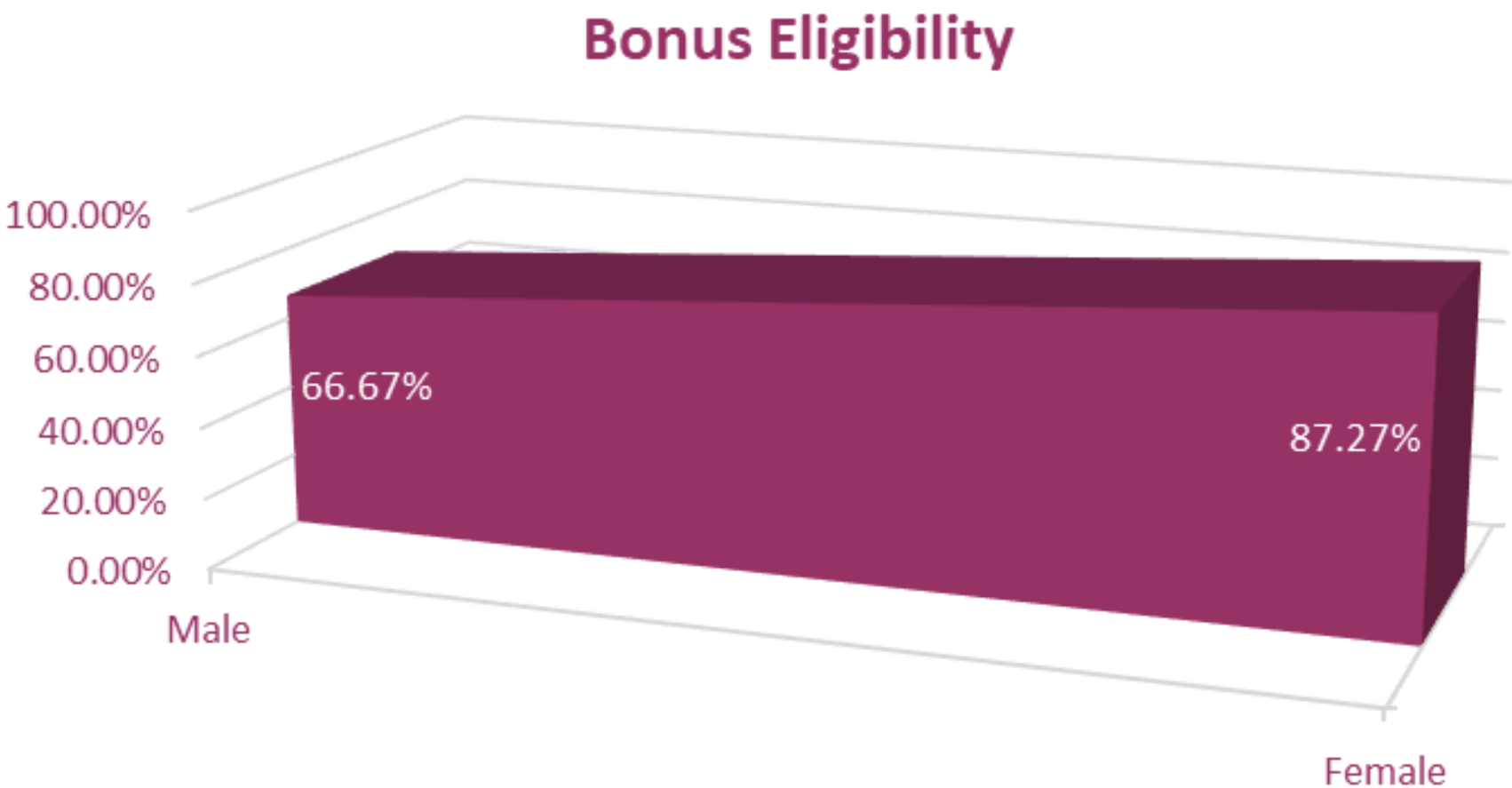
In 2023-24, our employees received a bonus of equal value as part of the agreed Pay Award with the CTUC. Employees who were paid a bonus outside of this was due to site bonus arrangements and/or relating to their terms and conditions.



MEAN AVG. BONUS PAY GAP



MEDIAN BONUS PAY GAP



The mean bonus pay gap changed from 43.05% to -47.92%, this is due to a large male population and the bonus spread based on the Annual Pay awarded, affecting the mean calculation. The condensed female population who were paid a bonus due to contractual terms, outside of the annual pay award skews the figures. As an example, 36/106 females were paid a bonus in addition to the Annual Pay Award, and 43/397 males were paid a bonus in addition to the Annual Pay Award.

The median bonus pay gap remains at 0%, the median point is due to the Annual Pay Award being of equal value.





# Positive ED&I Actions

We have:



NUVIA UK GENDER PAY GAP REPORT 2024



- 01 Developed our approach to ED&I and evolved the ED&I Working group & Champions with Board support.
- 02 Sponsored the coffee break at the WiN conference #pushforchange.
- 03 Invested in the 'Hidden Disabilities Sunflower'.
- 04 Collaborated across the industry, developing the EDI Alliance to be more impactful to support the nuclear renaissance and supporting net zero.
- 05 Further developed our menopause support; developing the intranet with a resource hub, policy, toolkit & menopause champions.
- 06 Invested in External speakers specialising in LGBT+, for awareness and development.
- 07 Provided workshops to enhance the appreciation of belonging.
- 08 Provided informative ED&I Forums, including Question time with the Board.
- 09 Committed to the UK Nuclear Skills Charter; developing a diverse and inclusive workforce that is motivated, recognised and inspired.
- 10 Gained ED&I Accreditation, Bronze Standard with 'Inclusive Employers'.
- 11 Featured in the Jobs and Careers magazine, advertorial 'NUVIA UK climb the ED&I mountain'.
- 12 Participated in the NED (Non-Executive Director) pilot scheme.
- 13 Recognised and celebrated key days, such International Women & Girls in Science Day.
- 14 Developed a performance related pay programme and presented to the CTUC/business.
- 15 Reviewed our pay & grading bands.
- 16 Trialled STEM Returners.
- 17 Considered introducing a Rewards Platform.

# Positive ED&I Actions

We will:



- 01 Refresh and implement a new ED&I Strategy.
- 02 Invest and support Destination Nuclear.
- 03 Review ways in which we can attract a balanced workforce with our outreach, recruitment, training & development programmes.
- 04 Hold Forums, listening circles and wider Equality, Diversity & Inclusion Initiatives.
- 05 Build a diverse workforce which is representative of society and improving under-represented groups.
- 06 Aim for VINCI Group targets of 21% of female managers by 2025 and 30% by 2030.
- 07 Educate managers in gender diversity.
- 08 Consider policy wording to be more inclusive and non-gender specific.
- 09 Increase our site engagement with ED&I activities.
- 10 Develop our workforce and consider representation through each of our processes. Increasing under-represented groups at identified areas such as on the Board, Graduates/Apprentices, Engineering & on Site.
- 11 Build on relationships with external partnerships in the wider sector such the Nuclear Skills Delivery Board & maintain relationships with WiN, REiN & EDI Alliance.
- 12 Introduce a NUVIA ED&I Award.