

Gender Pay Report 2025

SNAPSHOT DATE
05/04/2025

REPORTING PERIOD
06/04/2024-05/04/2025

Gini Freeman, HR Manager



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01 SUMMARY



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. However, we saw gender as only one element of the ED&I picture, which has supported us to become a more inclusive employer.

Our Gender Pay Gap report provides an important snapshot of the average earnings of men and women across our organisation, highlighting areas where progress has been made, and where further action is required. While the Gender Pay Gap is not a measure of equal pay for equal work, it does help us better understand the broader structural factors that influence representation, progression, and opportunity. Over the past year, we have continued to focus on initiatives that promote balance, remove barriers, and enable meaningful change. By sharing our data and outlining our action plan, we aim to demonstrate our ongoing commitment to fostering a diverse and inclusive environment—one that empowers all colleagues to achieve their full potential.

NUVIA continues to be determined to enhance diversity and inclusivity, that drives equality at all levels in the business. We also continue to integrate Equality, Diversity & Inclusion into our culture through our day-to-day operations, embedding in the business lines. From attraction, retention through to our overall culture, living out our policies specifically those around our zero tolerance towards discrimination, harassment, bullying or victimisation.

01

INTRODUCTION & WRITTEN STATEMENT

"This is our ninth annual Gender Pay Gap Report, with data taken from the snapshot date of the 5th of April 2025. We are determined to ensure NUVIA remains a great and welcoming place to work where transparency, entrepreneurship, team spirit, humility and excellence are valued and recognised., We continue to invest in opportunities and programmes that develop skills, encourage continuous learning and support advancement based on performance and potential in a truly inclusive culture. We remain committed to equal pay and ensuring that our pay practices and decision making are equitable and free of bias. In doing all of this, we hold ourselves accountable and ensure that we remain focused on creating a workplace where everyone—regardless of gender—can thrive, contribute, and grow.

Our data demonstrates that we have more work ahead of us to achieve a balanced representation in our workforce. We take this responsibility seriously, and we are committed to accelerating the pace of change. To promote gender diversity across NUVIA, we need to think about it at every level in the business along with every level in a colleague's career. It is encouraging to reflect on the many promotions that have taken place in recent years, the new colleagues who have joined us, and watching our early careers network grow.




Richard Fearnside
Culture & People Director

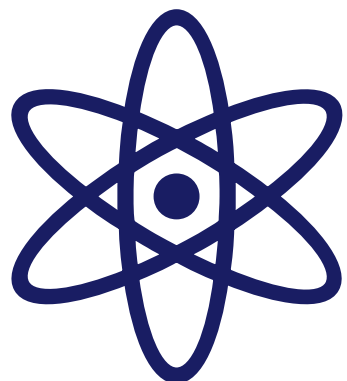
I am grateful to all colleagues who continue to champion inclusion and help shape a culture of inclusion, equity & diversity. Together, we aim to build a fairer and more representative future for us all.

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

02 GENDER PAY GAP DATA

Our workforce has a 21/79% female/male ratio on the snapshot date. Which has remained broadly stable between the last two years and going in the right direction once again.

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.



36% of employees who attended our Leadership training in the reporting period were women. A further tailored leadership community program commenced, with 28% of the attendees being female. In total through the 3 cohorts to the snapshot date, 27% of attendees on this program were women.



27% of our female employees were managers on the snapshot date.

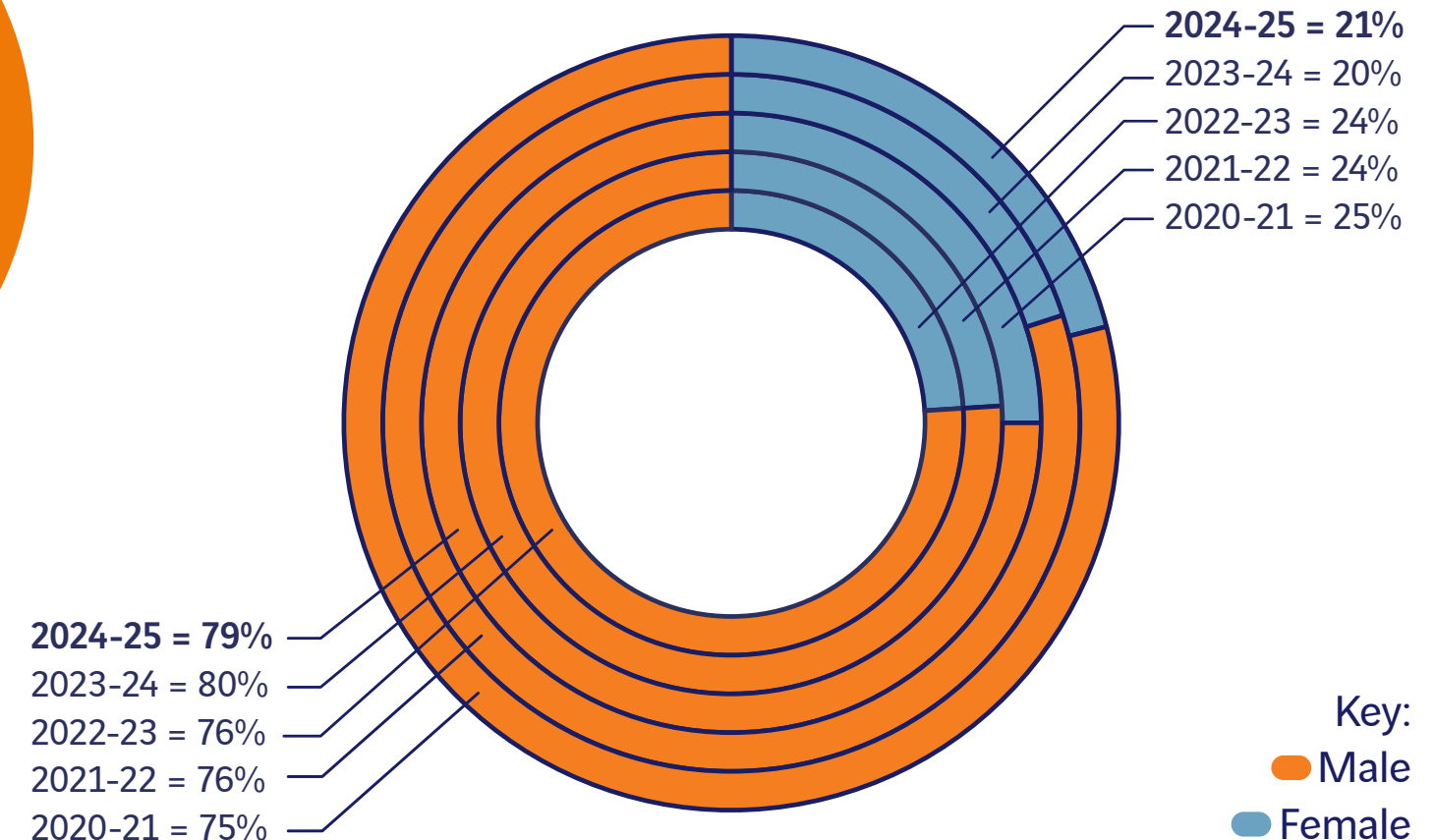


11% of all promotions in the reporting period were female colleagues. 89% of male colleagues were promoted in the reporting period.



11% of job applicants were female. 14.8% of new starters during the reporting period were women.

Full Pay Relevant Employee Split
(snapshot date 5th April 2025)

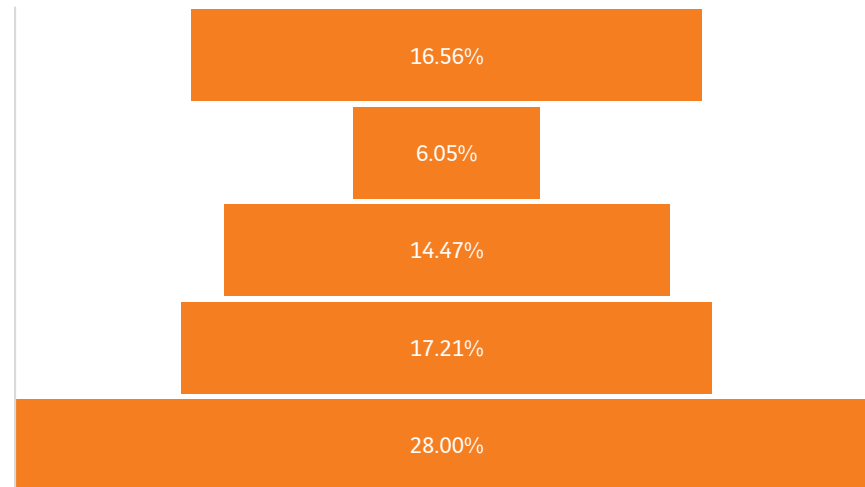


02 - GENDER PAY GAP DATA

Mean Pay Gap Chart

Mean
Average Pay Gap of
hourly rate's

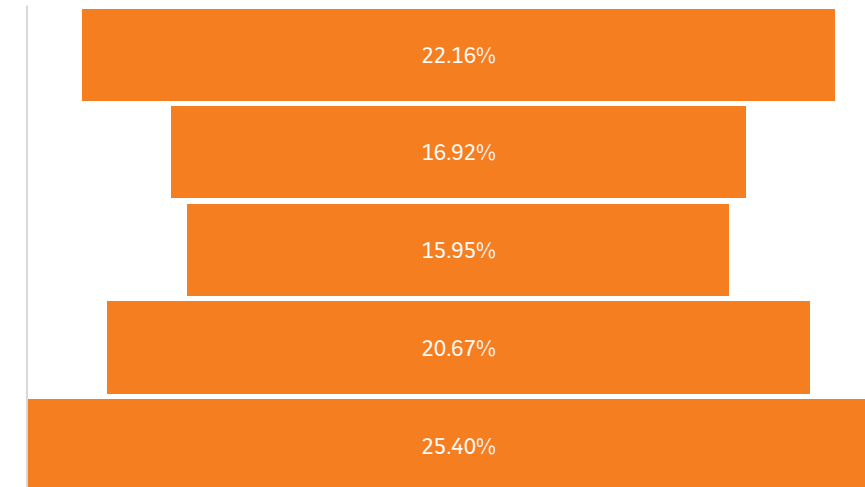
The Mean gender
pay gap has
increased to
16.56%.



Median Pay Gap Chart

Median
Middle point of
hourly rate's

The Median
gender pay gap
has increased to
22.16%.



The above charts show an increase in the mean & median pay gap in this reporting period. This increase has been due to the introduction of holiday enhancement elements to the gender pay gap report, predominately male workers receive this in their ordinary pay, this is due to site workers in the main receiving additional allowances and performing greater amounts of overtime.

The data has also illustrated changes in the workforce composition, with higher grade male entrants & lower grade female's joining in this period. The proportion of female leavers was slightly lower than their workforce representation, suggesting retention is stable but attraction is an area for development. Furthermore, a lower number of females were promoted in this period vs males which contributes to the pay gap. The pay progression approach during this period was a tiered as agreed through collective bargaining. Against the backdrop of our job grades, colleagues received a higher percentage increase on pay of they sit in the lower pay quartiles compared to colleagues in the same grade sitting in the higher pay quartiles. To support the progression of pay for those on lower salaries, an across the board underpin was agreed of £1,500 per annum.

Our workforce consists of a high proportion of colleagues who work on customer sites, these roles are traditionally undertaken by males. Whilst we have seen some female entrants into these roles, there continues to be a lack of attractiveness in the labour market of these roles by women. 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: on-call, personal, shift & retention, which contributes towards the make-up of the hourly rate.

02 - GENDER PAY GAP DATA



The data illustrated over the last 5 years, shows a slight upward drift in male representation in each quartile.



The 2024-25 figures show increases in male percentages across three of the four quartiles, suggesting headway gained in previous years slowed this year.



The Upper quartile continues to exhibit the strongest male dominance, indicating structural imbalance at senior/higher-earning roles.

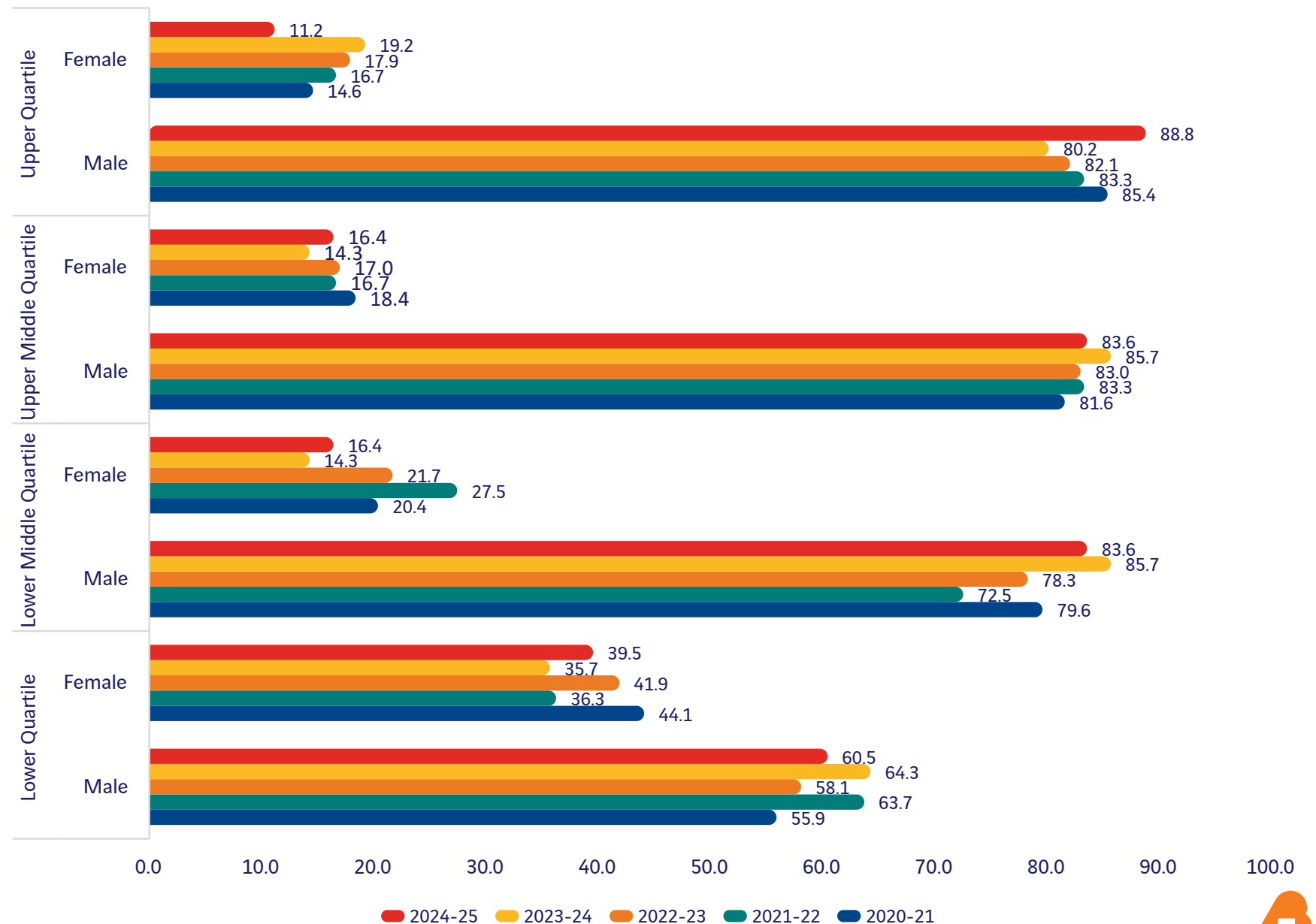


Every quartile in every year shows more men than women, with the widest gaps occurring in the Upper and Middle Quartiles.



The Lower Quartile shows an increase in females from the last reporting figures, as we saw more career entry females through our attraction campaigns, notably around early careers supporting our commitment to address gender imbalance within nuclear.

Gender Pay Data - Quartiles Comparison (Last five years)

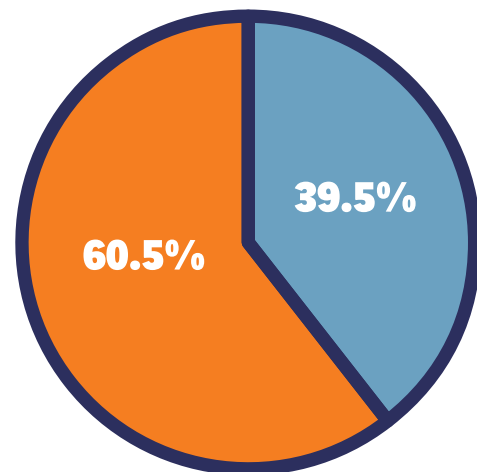


02 - GENDER PAY GAP DATA

The quartiles below illustrates NUVIA's gender split, into four quartiles on the 05/04/2025:

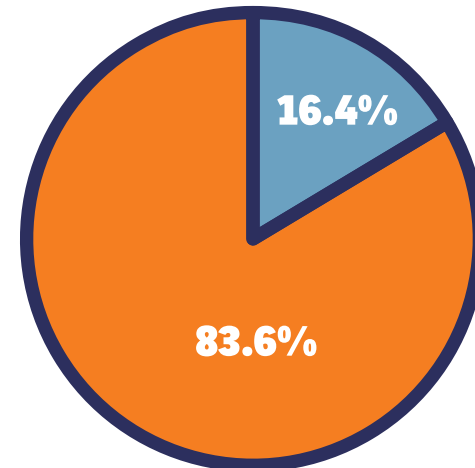
Key:
● Male
● Female

Lower Quartile



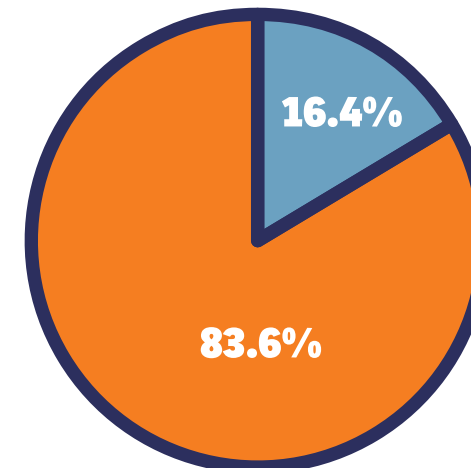
We have seen an increase in female representation in this quartile. This quartile consists of administrative, operative roles & career entry level roles.

Lower Middle Quartile



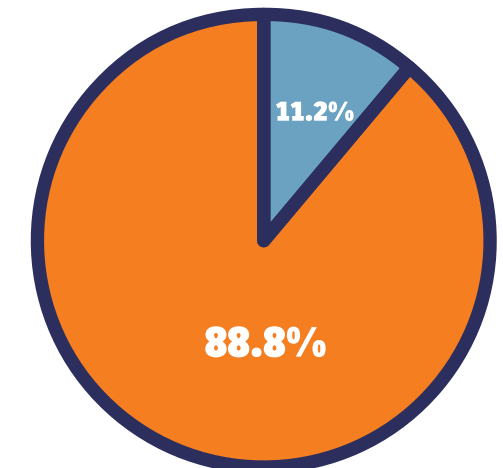
The female population has increased within this quartile. This consists of predominantly site workers, which is where we traditionally see a high number of male colleagues and some admin support roles.

Upper Middle Quartile



The female population has increased within this quartile. The roles in this quartile consists of management, engineering, technical & some site management positions.

Upper Quartile



The female population has decreased within this quartile; this has been due to the holiday enhancement introduction to the gender pay gap reporting.

02 - GENDER PAY GAP DATA

Bonus Eligibility



Both genders saw large reductions in bonus eligibility in the reporting period of 2024-25, from the previous reporting period, both with a bonus eligibility decrease at both genders around 72% circa. In 2023-24, our employees received a lump sum payment of equal value regardless of role or pay level classified as bonus for the purposes of Gender Pay Gap reporting as part of our collective bargaining agreements, plus exceptional bonuses.

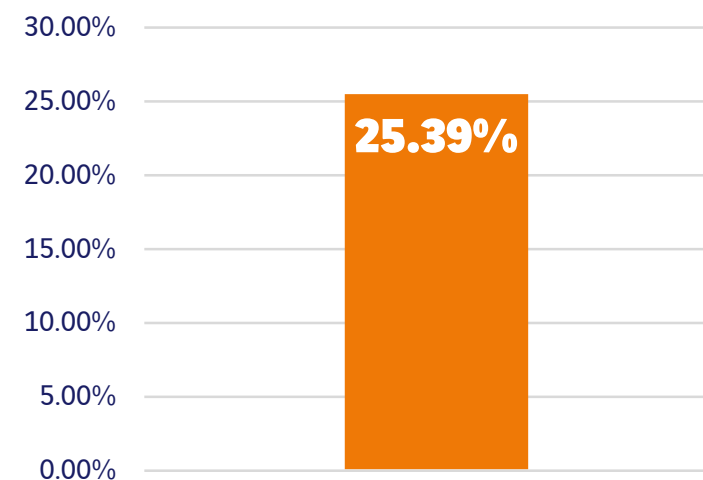
In 2024-25, at the mean level it shows that men received, on average, bonuses that were 25.39% higher than women's. This indicates a difference in typical bonus value in the favour of male colleagues,

despite similar levels of bonus eligibility. Bonuses were paid on executive contracts, project and site wide bonuses where the workforce remains predominantly male.

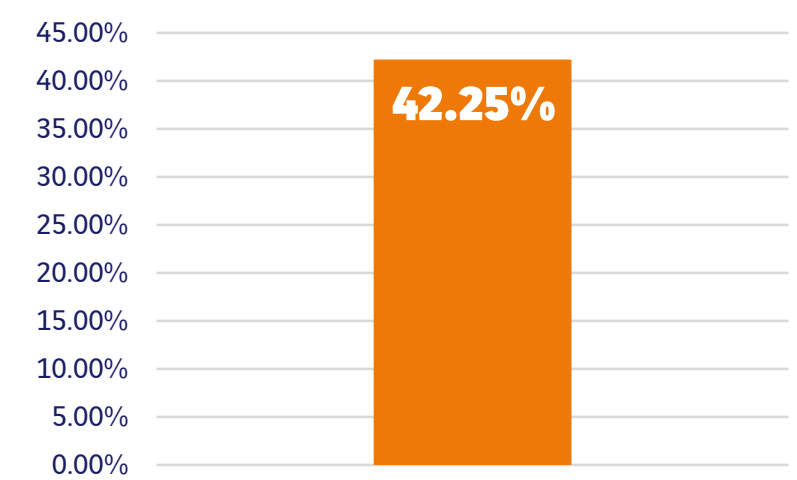
The **median** bonus amount was also higher for men, with men receiving a bonus 42.25% greater than the median bonus received by women. This suggests that even when outliers are removed. Furthermore, a male dominated population within one of the project teams received a bonus for completion of works, which is having a large impact on the bonus at the mean & median level.

Mean & Median Bonus Pay Gap

Mean Bonus Pay Gap



Median Bonus Pay Gap



03

POSITIVE ED&I ACTIONS

We have...

- Refreshed our ED&I Strategy.
- Invested and supported Destination Nuclear & Sponsored the WiN Conference Awards.
- We saw our STEM Ambassadors increase to 22.
- Held forums and wider Equality, Diversity & Inclusion Initiatives.
- Educated managers in gender diversity.
- We have seen year on year e-learning completion rates increase since 2022.
- Considered policy wording to be more inclusive and non-gender specific.
- We walked for Autism Acceptance Month and raised £300.

- Disclosure of Equal Opportunities data is increasing, with ethnicity not disclosed reducing to 39% and sexual orientation reducing to 35% as not disclosed. From data disclosed from the beginning of the year we have seen small increases in our non-white ethnic diversity for those that have disclosed.
- We have seen a few more passionate individuals join the ED&I working group this year and become Inclusion champions. This is to be celebrated as all champions are volunteering their time and effort and the more effort, the more impact.
- Built on relationships with external partnerships in the wider sector such the Nuclear Skills Delivery Board & maintained relationships with WiN, REiN & EDI Alliance.
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- We published 28 ED&I Communications and 5 forums, educating our people.
- Exceeded VINCI Group targets of 21% of female managers by 2025, 25% of our managers are female.



INTERNATIONAL
MENSDAY

International
Women's Day

DESTINATION
NUCLEAR.COM



03 POSITIVE ED&I ACTIONS

We have...

 Launch our new ED&I Strategy.

 Increase female representation on site and increase ED&I awareness and initiatives on site.

 Create more STEM Ambassadors and creative ways to take outreach further to excite the next generation to the industry.

 Increase ED&I disclosure rates.

 Review progression pathways and attraction of talent to be more inclusive.

 Introduce a NUVIA Inclusion Award.

 Aim for VINCI Group targets of 30% female management by 2030.

 Our Generational sub-group will be attending Board meetings as an advisory group.

 Analysing data by characteristics from our Engagement Survey to develop targeted actions.

 Develop our culture: NUVIA is committed to driving an open culture to remove barriers to ED&I. Develop our leadership team to support an inclusive culture. Where inclusion is at the heart of our operations. We will develop our culture with ED&I initiatives such as mentoring. Retention of female leadership.



Equality
Diversity
&
Inclusion