



FUGRO UK

Gender Pay Gap Report 2017

The Fugro Group of companies within the UK promotes the development and best use of the talents of our employees, creating a work environment where every employee has an equal opportunity to develop their skills, talents and advance their career.

Within the industries in which the Fugro UK companies operate in, men have historically made up the majority of the workforce. This is reflected in our Gender Pay Gap figures with the overall representation of men at 80.7% and women at 19.3%, which is similar to data in recent studies within STEM (Science, Technology, Engineering and Mathematics), which shows that the proportion of women working in these areas is currently 23%¹.

Gender Pay Gap

The gender pay gap differs from equal pay. Equal pay deals with the pay between men and women who carry out the same jobs, similar jobs or work of equal value.

The gender pay gap is the difference in the average pay and bonuses of male and female employees irrespective of their role or level in the UK.

Calculation Period

The mean and median hourly gender pay gap is based on the date of 5 April 2017 and the bonus gap is for bonuses paid in the 12 months prior to 5 April 2017.

The following calculations are for each Fugro UK legal entity, who employ over 250 employees.

1. Wise Resources (Campaign for gender balance in science, technology & engineering) 2017

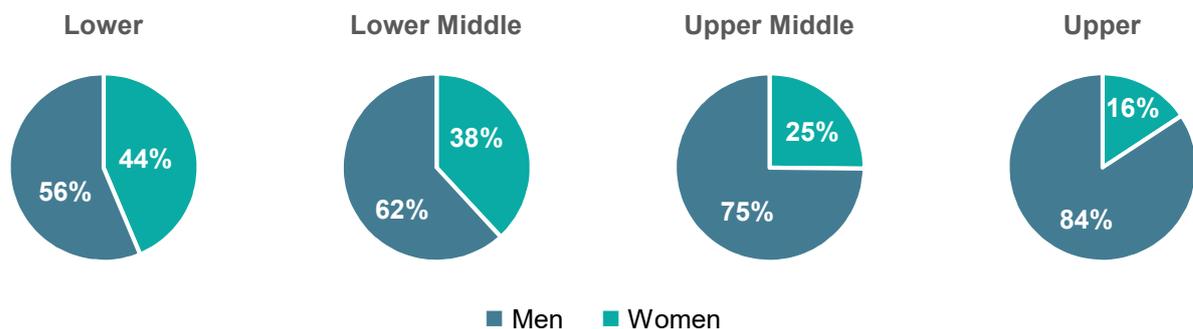
Fugro GB Marine Limited

Gender Pay Gap Statement 2017

Fugro GB Marine Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
20.4%	19.7%	33.6%	18.0%	98.3%	100.0%

Proportion of Males and Females in Each Pay Quartile



Fugro GB Marine Limited Demographics



Narrative

Within Fugro GB Marine Limited our gender pay gap is approximately 2% higher than the UK average as reported by the Office of National Statistics and compares favourably with averages in the engineering and scientific sector.

The gap is created principally by the underrepresentation of women in the higher pay quartiles, which is demonstrated in the pay quartile data and reflects the traditional male-dominated nature of the engineering and scientific industry sector in the historic period.

Fugro GB Marine Limited's bonus pay gap is reflective of bonuses being calculated as a proportion of annual salary and men occupying more senior roles which are overrepresented in the higher pay quartiles. These include a number of global senior managers whose employment is hosted in our Company.

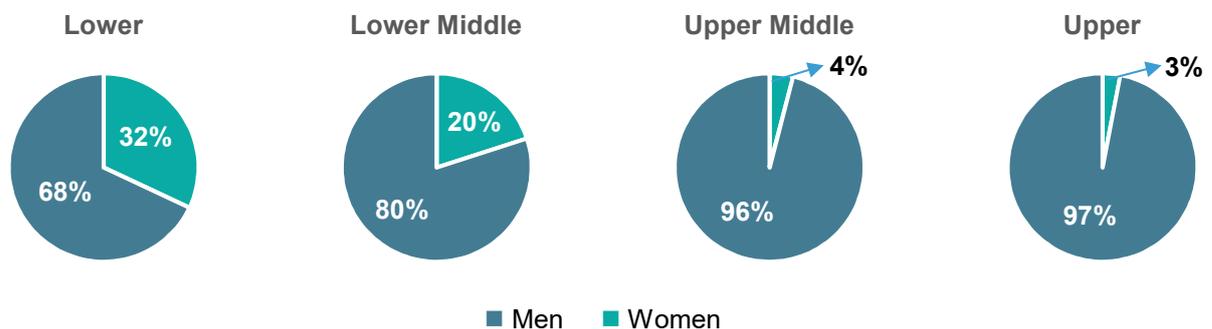
Fugro GeoServices Limited

Gender Pay Gap Statement 2017

Fugro GeoServices Limited's Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
35.6%	34.8%	42.0%	0%	100%	100%

Proportion of Males and Females in Each Pay Quartile



Fugro GeoServices Limited Demographics



Narrative

Within Fugro GeoServices Limited currently we have a significant number of disciplines that are almost exclusively male-dominated; these include the staff associated with the design, construction and operation of heavy plant and machinery, such as drilling rigs and marine plant. In our experience attracting female applicants for these roles remains a significant challenge.

Other disciplines such as those associated with engineering and technical sectors continue to be male dominated and this is reflected in the national demographic of female qualified engineers.

Fugro GeoServices Limited awarded bonuses to all employees; however, more male employees work in senior roles and are at the higher end of the bonus scale.

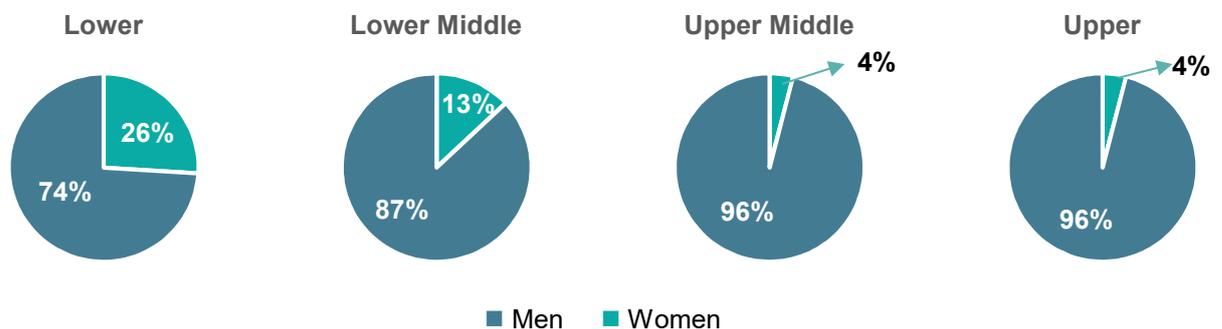
Fugro Subsea Services Limited

Gender Pay Gap Statement 2017

Fugro Subsea Services Limited's Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
28.3%	28.7%	7.7%	0%	7.4%	9.1%

Proportion of Males and Females in Each Pay Quartile



Fugro Subsea Services Limited Demographics



Narrative

Within Fugro Subsea Services Limited our demographics show that we employ more men than women which is common across the Oil and Gas sector. A number of disciplines are almost exclusively male dominated, with a large portion of our workforce being employed in engineering and technical roles based onshore or offshore and our pay gap reflects this.

Fugro Subsea Services Limited bonus pay gap is linked to our Long Service Award Scheme. The median bonus pay gap data shows that both men and woman who reached the same anniversary date were awarded a Long Service Award of equal value.

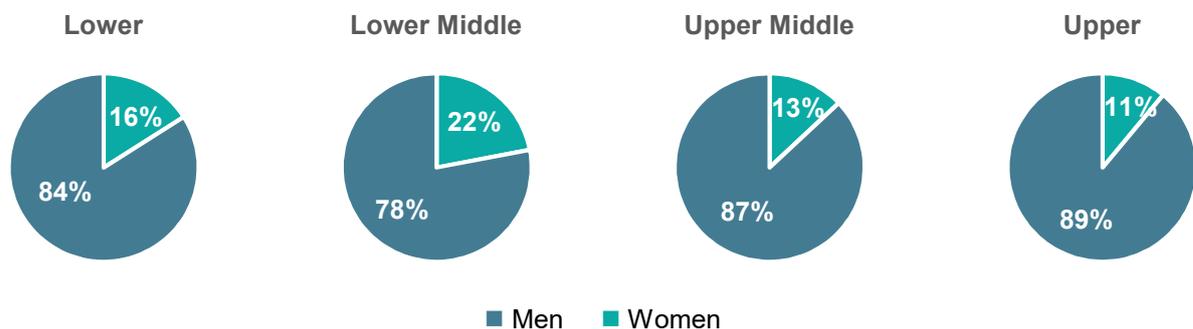
Fugro Survey Limited

Gender Pay Gap Statement 2017

Fugro Survey Limited's Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
13.6%	7.2%	53.1%	58.3%	84.5%	88.1%

Proportion of Males and Females in Each Pay Quartile



Fugro Survey Limited Demographics



Narrative

Within Fugro Survey Limited there is a similar unequal representation of women at all levels of seniority. The lowest representation is in supervisory and management roles, which typically attract higher salaries. This is demonstrated in the pay quartile data.

Fugro Survey Limited bonus pay gap is largely due to two factors: firstly a contractual bonus award which is made to our offshore employees and secondly because a number of global senior managers who are employed by our company are at the higher end of the bonus scale.

CONCLUSION OF OUR FINDINGS

Our gender pay and bonus gaps are mainly due to the fact that women are underrepresented among our managerial, operational, technical and scientific workforce where many positions receive a salary which includes compensation for offshore work and others attract premiums for offshore or shift working and/or have larger bonus awards.

The pay and bonus gap is further impacted as many global senior management positions, predominately men, are based in the UK and are in the higher quartile bands.

We believe that a diverse and inclusive organisation is in the best interests of our business and we will continue to strive to maintain that culture within Fugro. Increasing the representation of women is an important part of that effort but will take time to achieve.

Therefore, in an effort to achieve this we need to do more to attract women in to operational, technical and scientific roles and develop further practices to allow a greater representation of women in senior positions within the UK.

CLOSING THE GAP

Fugro will continue to improve on our current initiatives that promote diversity within the workplace. We will focus and recognise opportunities for women to allow for their development and progression into managerial positions.

The demographic distribution through our pay quartiles shows an under-representation of women from the lower to upper quartiles and represents the opportunity for improvement, though we acknowledge this it will take time to address. We aim to focus on the following initiatives:

Recruitment

We will continue with our efforts to attract women into the workplace by attending colleges and universities to influence career choices. However, to improve on this a greater focus is needed and we will strive to improve upon this during the coming years. Our emphasis will be to further develop our working relationships with colleges, universities and Career Advisors within schools to advise on career opportunities available in our industries.

We will continue to promote diversity within our recruitment processes for all positions in each Fugro company.

Leadership and Development

In 2017, Fugro were shortlisted and won the Learning and Development Award at the HR Network Scotland National Awards Ceremony for our junior, middle and senior leadership programmes launched in 2014. The female representation on these programmes to date has been 20%. This figure is comparable to the current male-to-female ratio across the Fugro UK companies: Men 80.7% Women 19.3%.

In order to continue to support the development of women into managerial roles, we will monitor and strive to increase female representation on the leadership programmes.

Enhanced Family Friendly Policies

We will review current policies and work practices and analyse these in line with business requirements to try to meet the aspirations of our workforce.

Declaration

Fugro GB Marine Limited

I confirm the information and data in this document is accurate and in line with mandatory requirements.

*Andy Wood
Marine Country Manager*

Fugro GeoServices Limited

I confirm the information and data in this document is accurate and in line with mandatory requirements.

*Ross Stevens
Managing Director*

Fugro Subsea Services Limited

I confirm the information and data in this document is accurate and in line with mandatory requirements.

*Gary Craigen
Director Resources and Operations*

Fugro Survey Limited

I confirm the information and data in this document is accurate and in line with mandatory requirements.

*Andrew Morse
General Manager / Director*