

FUGRO UK

Gender Pay Gap Report 2018

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 and talents to advance their career.

The industries in which Fugro UK operates are generally male-dominated and this is reflected in the gender split of our overall workforce, which is 79.4% men and 20.6% women.

The female percentage is an increase on 2017 data reporting (19.3% in 2017) and remains similar to data from recent studies into science, technology, engineering and mathematics (STEM) industries, which show that the proportion of women working in these areas in 2018 was 22%¹ (down from 23% in 2017).

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 2018 and the bonus gap is for bonuses paid in the 12 months prior to 5 April 2018.

The following calculations are for each Fugro UK legal entity that employs over 250 employees.

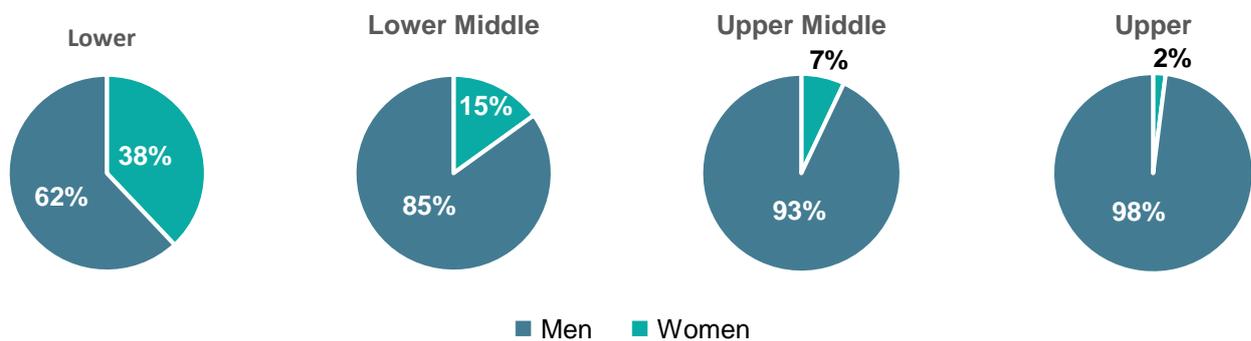
Fugro GeoServices Limited

Gender Pay Gap Statement 2018

Fugro GeoServices Limited's Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
35.5%	36.5%	49.9%	40.8%	100%	100%

Proportion of Males and Females in Each Pay Quartile



Fugro GeoServices Limited Demographics



Narrative

Fugro GeoServices Limited has 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 still remains a significant challenge.

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

Efforts to redress the gender balance resulted in more female employees joining the business during 2018 (up 1.5% year-on-year), several of whom are now starting to enter the more traditionally male-dominated disciplines.

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. The Median Gender Bonus Pay Gap has changed from last year due to a significant increase in long service award bonuses within this period for male employees.

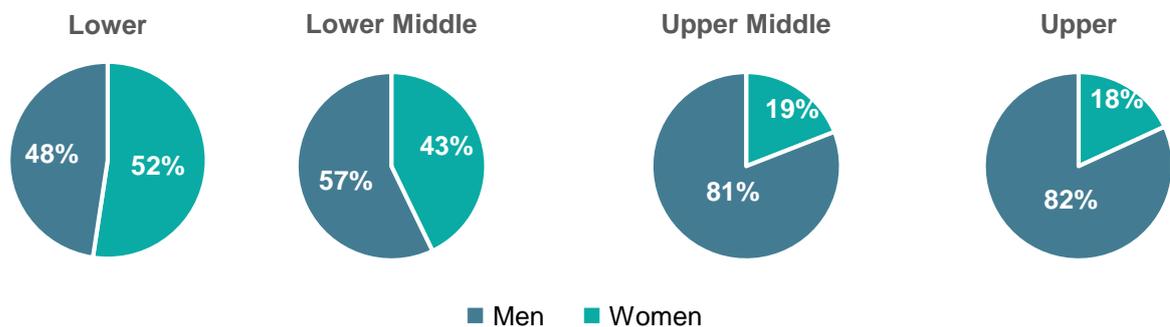
Fugro GB Marine Limited

Gender Pay Gap Statement 2018

Fugro GB Marine Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
22.8%	23.4%	40.4%	22.1%	100%	100.0%

Proportion of Males and Females in Each Pay Quartile



Fugro GB Marine Limited Demographics



Narrative

Fugro GB Marine Limited's gender pay gap remains higher than the national average and has grown marginally since the 2017 report; this increase is related to the widening proportional representation between the lower two quartiles and the upper two quartiles.

We have seen positive growth in female employment within the lower two quartiles since 2017, which includes significant growth in engineering and scientific recruitment in the lower quartile and progressing into the lower middle quartile. There has been a small increase of female representation in the upper quartile but a reduction in the upper middle quartile.

The gender pay gap is principally created 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.

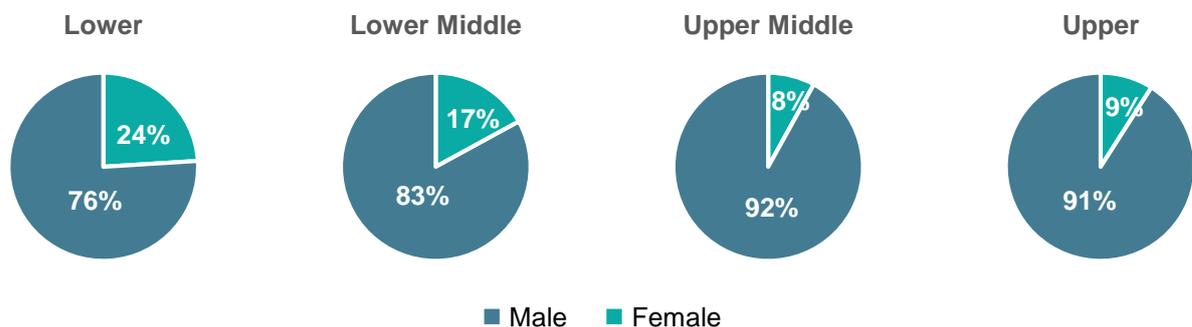
Fugro GB (North) Marine Limited

Gender Pay Gap Statement 2018

Fugro GB (North) Marine Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Male	Female
19.9%	18.8%	45.9%	43.1%	92.4%	85.4%

Proportion of Males and Females in Each Pay Quartile



Fugro GB (North) Limited Demographics



Narrative

Direct comparison cannot be made between the data reported for 2017 and 2018, as Fugro GB (North) Marine Limited was only established as of 1 January 2018. Previously data was submitted for Fugro Survey Limited and Fugro Subsea Services Limited; however, as Fugro-impROV Limited employed under 250 people, it was not required to make a gender pay gap submission.

In Fugro GB (North) Marine Limited, women are underrepresented in all levels of seniority within the company. The gender pay gap arises as there are fewer women in more senior roles. The lowest representation is in supervisory and management roles, which typically attract higher salaries. This is demonstrated in the pay quartile data.

Fugro GB (North) Marine Limited's bonus pay gap is largely due to two factors: firstly, bonuses are calculated proportional to annual salary and men occupy more senior roles. Secondly, a number of (mainly male) global senior managers are employed by our company and 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 remain underrepresented in the managerial, supervision and senior technical areas of our business. This is further impacted as many global senior management positions, predominately held by men, are based in the UK and are in the higher quartile bands.

In certain areas of our business in the UK, we also have a higher representation of men in operational roles that attract offshore allowances and shift premiums.

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.

We will continue 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

To support our ongoing strategy to improve and promote diversity within the workplace, we have appointed a Corporate Diversity and Inclusion Manager.

To complement this appointment, a 'Woman Management Leadership' Programme and 'Mentor Programme for Women' are planned for 2019 as part of our diversity and inclusion initiative.

We will continue to focus on and identify opportunities for women to allow for their development and progression into managerial positions.

The demographic distribution through our pay quartiles still shows a lack of female progression from the lower to upper quartiles and we acknowledge continued opportunities for improvement in nurturing and retaining female talent.

We aim to focus on the following current and ongoing initiatives:

Recruitment

We will continue to promote diversity within our recruitment processes for all positions in each Fugro company and improve support for women through the promotional process and internal career progression.

Leadership and Development Management Programmes

The female representation on these programmes to date has increased to 24% (up from 20% in 2017). As the current male-to-female ratio across the Fugro UK companies is 79.4% for men and 20.6% for women, this is a positive step.

We will remain committed to monitor and increase female representation on these leadership programmes.

Significant efforts will continue to focus on STEM subject areas. Appointed STEM ambassadors and colleagues will continue to attend events at various academic levels and organisations to promote women in STEM industries. In addition to addressing the lack of women studying STEM subjects, our corporate focus is the progression of females.



Enhanced Family Friendly Policies

We propose to develop and implement policies, aligned with business needs, to enforce our commitment to flexible work practices.

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 GB (North) Marine Limited

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

*Andrew Morse
General Manager / Director*

Fugro GeoServices Limited

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

*Ross Stevens
Country Manager*