

Gender Pay Gap Report 2020

Fugro UK

Gender Pay Gap Report 2020

Here at Fugro, our purpose is to work together to create a safe and liveable world. Our planet is extremely complex and continuously changing and we seek to use our expertise to tackle the big questions of our time.

We passionately believe that to fulfil our purpose, we need to have a diverse and engaged workforce who collaborate to problem-solve, make decisions and innovate. We are proud of our engineering, science and operational heritage but we are also mindful that in an ever-changing world we need to actively build a diverse talent pool – something which traditionally our industry has not built. In Fugro, we commit to diversity by focusing on acquiring, developing and engaging the best people in ways which do not discriminate.

We also know that culture is a key component of enabling inclusion, and so we work hard to create a work environment where every employee has an equal opportunity to contribute, develop their skills and talents, and advance their career. We know that the best people want to work for a company whose values are aligned with their own, and so our purpose and strategy is firmly anchored in our shared values.

However, we have a long way to go. The industries in which Fugro UK operate are historically male-dominated and this currently is reflected in the gender split of our overall workforce, which is 77.3% men and 22.7% women. We are pleased to report an overall increase in the proportion of women across our Group of companies within the UK over the reported period, although the overall representation remains low. We are not satisfied with this, and will continue to actively pursue the balanced workforce that we know we need.

Notes and Definitions

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. The median pay gap is the difference between the midpoints in the ranges of earnings and the mean is the difference between the average earnings of male and female employees.

Calculation Period

The mean and median hourly gender pay gap is based on the rate paid on 5 April 2020 and the bonus gap is for bonuses paid in the 12 months prior to 5 April 2020.

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

Due to the Coronavirus pandemic, no Gender Pay Gap Report was published in 2019, thus the comparison has been derived from our 2018 Gender Pay Gap Report.

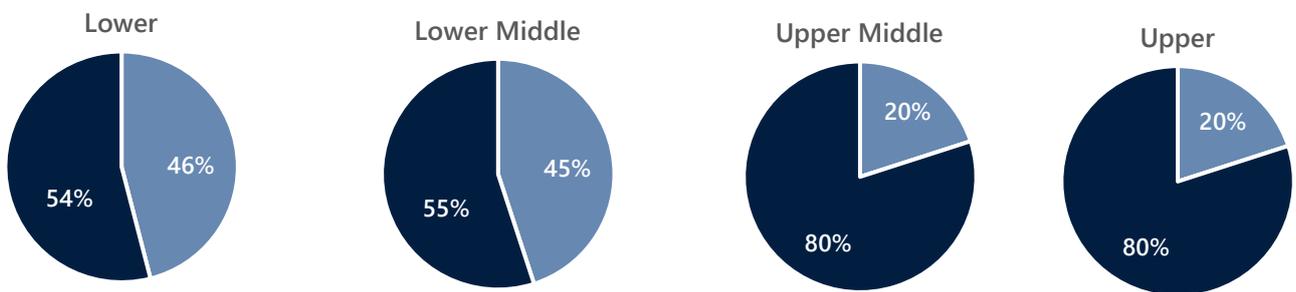
Fugro GB Marine Limited

Gender Pay Gap Statement 2020

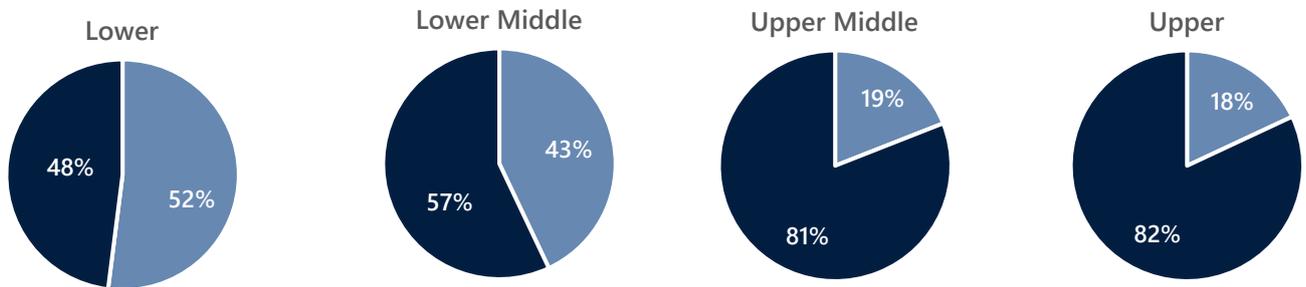
Fugro GB Marine Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
19.2 %	23.0 %	47.4 %	0.0 %	95.0 %	98.2 %

Proportion of Males and Females in Each Pay Quartile (2020)



Proportion of Males and Females in Each Pay Quartile (2018)



Fugro GB Marine Limited Demographics (2020)



Fugro GB Marine Limited Demographics (2018)



Narrative

Within Fugro GB Marine Limited, progress in the last period is shown with female representation in the lower middle, upper middle and upper quartiles increasing by 2 %, 1 % and 2 % respectively, demonstrating the success of women's progression in the Company compared to 2018 data.

The gap however is still evident in the lower quartile data which shows a reduction in female representation by 6 % largely due to the graduate labour market in the engineering and scientific sectors, the Covid-19 pandemic and the traditionally male-dominated nature of the engineering and scientific industry.

The gender pay gap mean and median has reduced by 3.6 % and 0.4 % respectively.

Fugro GB Marine Limited's bonus pay gap is reflective of bonuses being calculated as a proportion of annual salaries 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.

The median bonus pay gap reduced to 0 % due to all staff receiving a Christmas bonus.

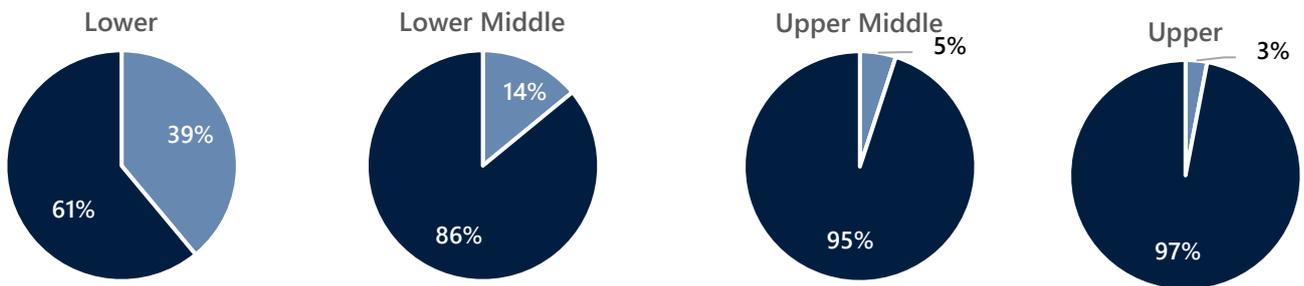
Fugro GeoServices Limited

Gender Pay Gap Statement 2020

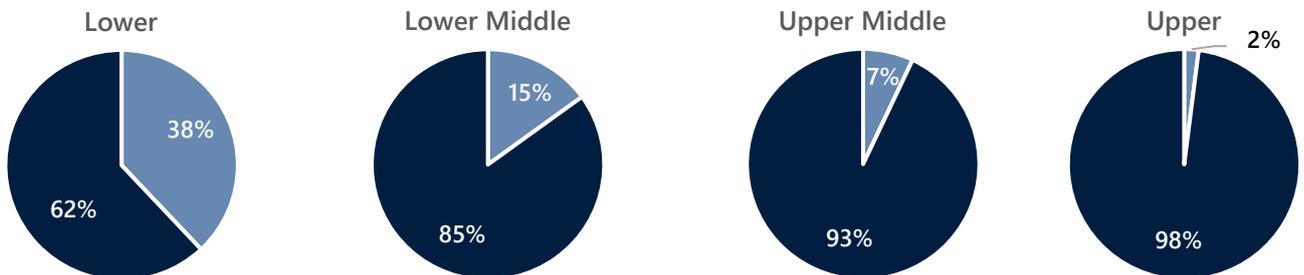
Fugro GeoServices Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
35.0%	37.6%	55.6%	0.0%	93.4%	93.7%

Proportion of Males and Females in Each Pay Quartile (2020)



Proportion of Males and Females in Each Pay Quartile (2018)



Fugro GeoServices Limited Demographics (2020)



Fugro GeoServices Limited Demographics (2018)



Narrative

Fugro GeoServices Limited has a significant number of disciplines that are currently 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.

Compared to 2018 data, the female population is down by 1.6 %; however, female representation in the upper quartile increased by 1 % demonstrating the success of female progression in the company.

Fugro GeoServices Limited awarded bonuses to all employees; however, more male employees work in senior management roles and are at the higher end of the bonus scale. The median gender bonus pay gap reduced to 0 % due to all staff receiving a Christmas bonus.

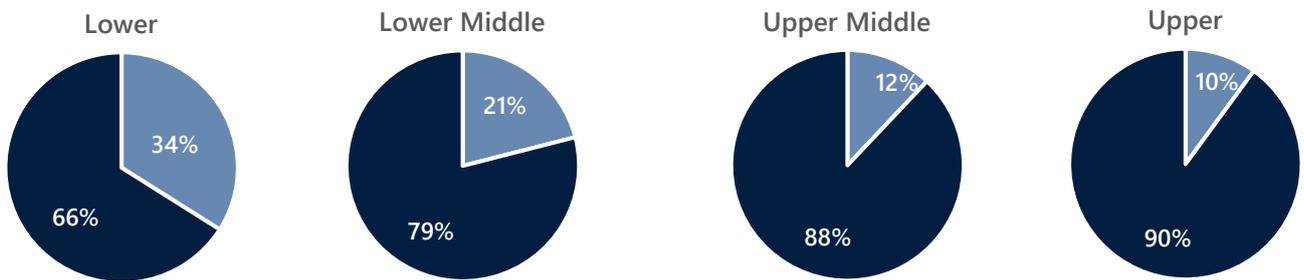
Fugro GB (North) Marine Limited

Gender Pay Gap Statement 2020

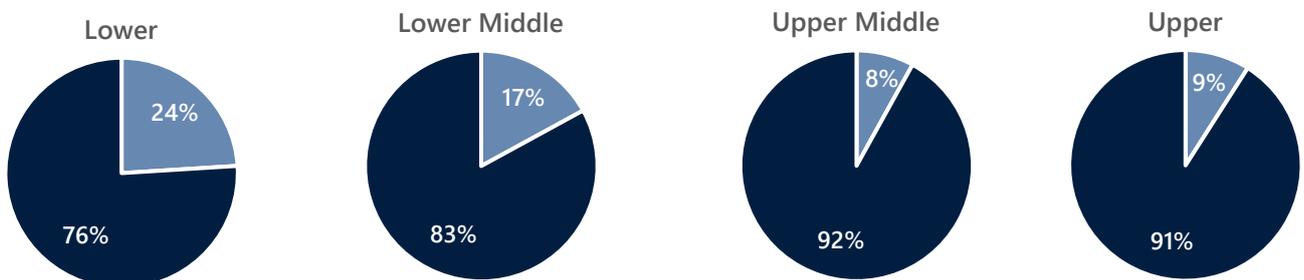
Fugro GB (North) Marine Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
23.1%	24.8%	64.4%	0.0%	89.6%	91.5%

Proportion of Males and Females in Each Pay Quartile (2020)



Proportion of Males and Females in Each Pay Quartile (2018)



Fugro GB (North) Marine Limited Demographics (2020)



Fugro GB (North) Marine Limited Demographics (2018)



Narrative

Within Fugro GB (North) Marine Limited the increased female representation in the company is evident in all the pay quartiles, lower, lower middle, upper middle and upper quartiles increasing by 10 %, 4 %, 4 % and 1 % respectively demonstrating the successful recruitment of women and their progression in the Company compared to 2018 data.

The gender pay gap has increased since 2018. The mean pay gap has risen by 3.2 % and the median gap by 6 %. During the year the proportion of female staff in the company increased by 4.5 % but as proportionally fewer were in the higher pay quartiles the pay gap rose.

In Fugro GB (North) Marine Limited women are underrepresented at all levels of seniority, but especially in supervisory and management roles which typically attract higher salaries.

The bonus pay gap is reflective of bonuses being calculated as a proportion of annual salaries 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 and a loyalty bonus awarded to some offshore staff which is a male dominated area of our business.

The median bonus pay gap reduced to 0 % due to all staff receiving a Christmas bonus.

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 are further impacted as many global senior management positions, predominately men, are based in the UK and are in the higher quartile bands. Our findings show however that women in the upper pay quartile increased by 4 %.

We continue to work hard 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.

Data from recent studies into science, technology, engineering and mathematics (STEM) industries, show that the proportion of women working in these areas in 2019 was 26 %. Female STEM students were surveyed across 2019 and 2020, and one of the key findings was that 60 % have had their future career prospects affected by the Covid-19 pandemic. There was a growing feeling of uncertainty and lack of confidence in the jobs market because of the pandemic, with a proportion of female STEM students saying that they are now looking for any job rather than one within their preferred industry.¹

Closing the gap

In Fugro we recognise that a diverse workforce and an environment that enables all individuals to contribute to the best of their abilities, ensures that Fugro continues to deliver operational excellence and the innovation for which we are known.

To increase diversity within our workforce, we will focus on the following interventions:

To support our ongoing strategy to improve and promote diversity within the workplace, in 2020 we encouraged a number of initiatives, including access to diversity training for all employees. In Q3 2020, 77 % of UK employees completed Fugro's Unconscious Bias training and a high percentage have continued to raise their awareness and appreciation of the topic by opting into optional self-directed web-based training that has been internally promoted and made available to everyone. In addition, we have implemented a new recruitment procedure with an aim to alleviate and monitor unconscious bias in our recruitment process.

In March 2021, a comprehensive internal campaign was organised to celebrate International Women's Day (IWD). This included a series of internal lunch and learns, publications, competitions, activities, and an online female networking event inviting over 300 UK female employees. IWD's #choosetochallenge campaign raised significant awareness of our gender diversity and was well supported within the business.

To complement our diversity and inclusion strategy, a new Female Leadership programme is scheduled to be rolled out later in 2021 that will include a bespoke mentor scheme for females within the organisation to participate.

Via new initiatives and our internal talent processes, we will continue to focus on and identify opportunities for women to allow for their development and progression into managerial positions.

Leadership and Development Management Programmes

Due to the Covid-19 pandemic, many of our leadership development programmes have been postponed until later in 2021.

However, our new Female Leadership development programme is estimated to attract 40+ female subject matter experts and managers, from the UK business in 2021.

In addition, the UK female representation on our First Time Managers development programme launched in Spring 2021 was 47 %, with indications of this trend continuing in further cohorts scheduled later in 2021.

The current overall male-to-female ratio across the Fugro UK companies is 77.3 % for men and 22.7 % for women, we will strive to increase the female ratio.

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

Introduction of Global Career Framework

In 2021 Fugro introduced a Global Career Framework. It harmonises our job structures, and ensures we have a common language around jobs, levels and careers. It provides clarity and transparency around role requirements and career progression criteria.

This is the starting point for learning and development, performance management, career and reward management as well as our diversity and inclusion approach. It creates opportunities for internal mobility and shows employees how to advance their career at Fugro. In addition, it provides clear career paths for those who want to grow their career to the next level.

This framework will play a fundamental aspect of our current working practices to retain and attract females into our organisation and allow for a fair and consistent approach.

Enhanced Family Friendly Policies

A full review of our family friendly policies is underway with a view to enhancing our policies and practices in the UK.

Declaration

Fugro GB Marine Limited, Fugro GB (North) Marine Limited and Fugro GeoServices Limited

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

Laura Hughes

Country Director UK & LSC Director UK