

Fugro Gender Pay Gap Report 2021

Fugro UK

Gender Pay Gap Report 2021

Fugro is the world's leading Geo-data specialist and our purpose is to work together to create a safe and liveable world. Our planet is a complex and dynamic system, 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 attracting, 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 76.9% men and 23.1% women. We are pleased to report a slight 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.

This report is prepared in accordance with the legislation that came into force in April 2017, which requires UK employers with more than 250 employees to publish their gender pay gap using a snapshot date of 5 April each year. We are reporting data for our three UK entities.

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 2021 and the bonus gap is for bonuses paid in the 12 months prior to 5 April 2021.

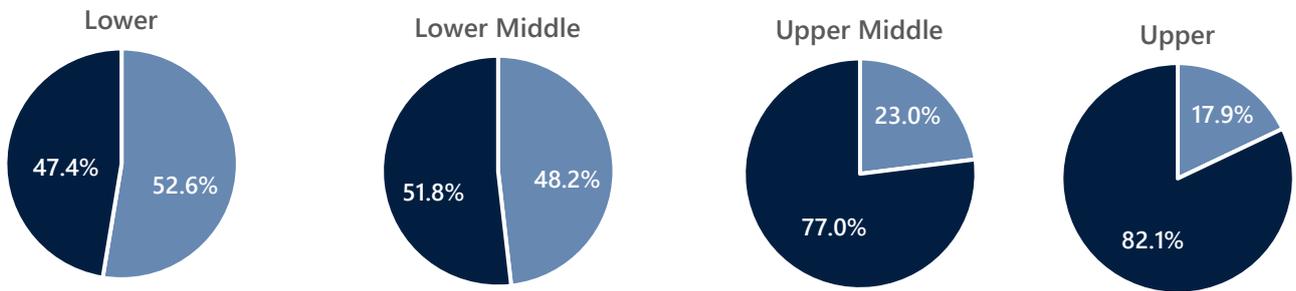
Fugro GB Marine Limited

Gender Pay Gap Statement 2021

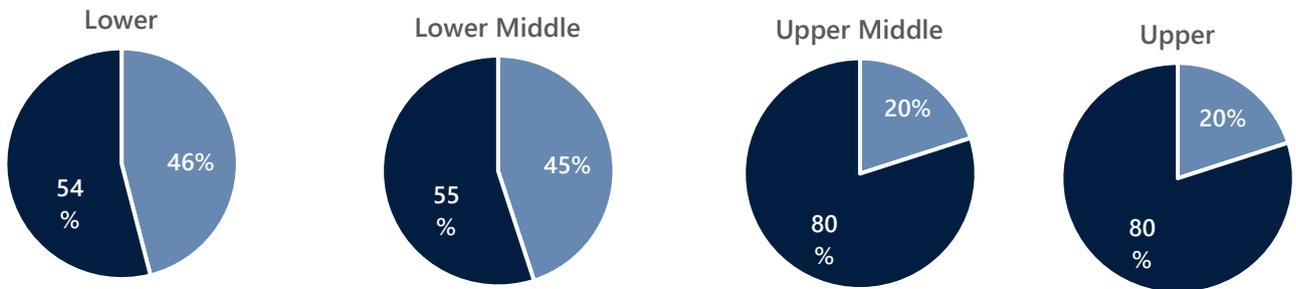
Fugro GB Marine Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
19.5 %	25.2 %	36.0 %	0.0 %	98.0 %	97.6 %

Proportion of Males and Females in Each Pay Quartile (2021)



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



Fugro GB Marine Limited Demographics (2021)



Fugro GB Marine Limited Demographics (2020)



Narrative

Within Fugro GB Marine Limited, progress in the last period is shown in female representation in the lower middle and upper middle quartiles each increasing by 3%, demonstrating the success of women's progression in the Company . We also see a significant increase in the proportion of women in the lower pay quartile, reflecting our success in attracting female candidates into entry-level roles in the company.

The gender pay gap mean and median has increased slightly by 0.3 % and 2.2 % 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, however this did decrease significantly in the period. 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.

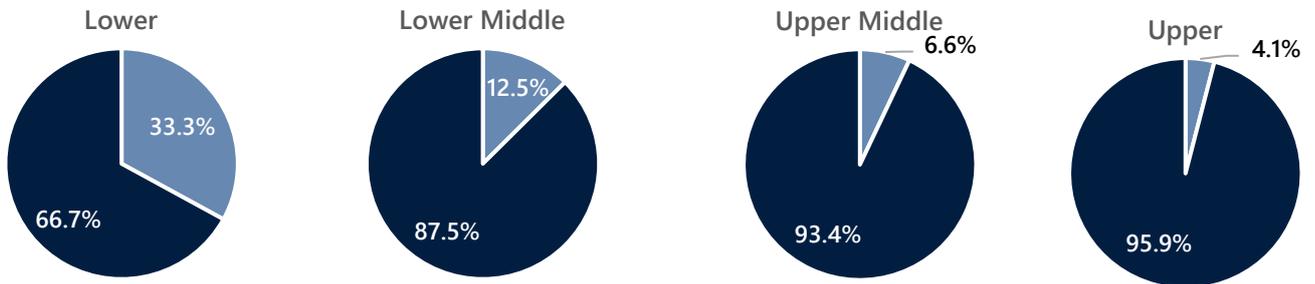
Fugro GeoServices Limited

Gender Pay Gap Statement 2021

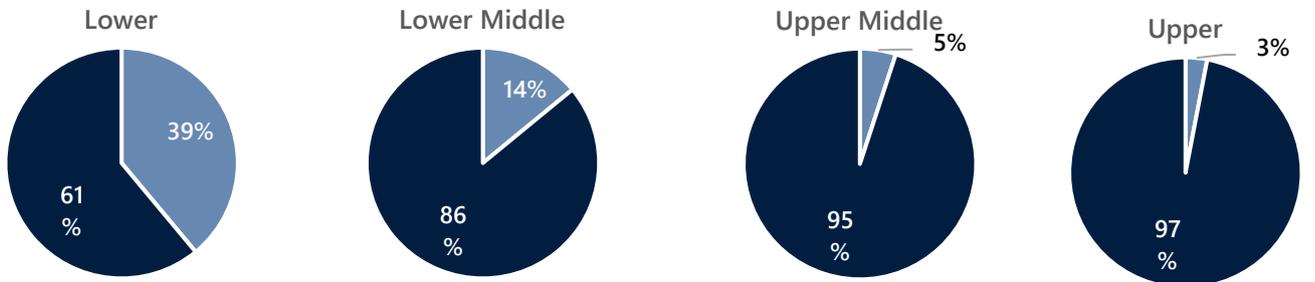
Fugro GeoServices Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
31.2%	33.8%	47.8%	0.0%	92.7%	94.4%

Proportion of Males and Females in Each Pay Quartile (2021)



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



Fugro GeoServices Limited Demographics (2021)



Fugro GeoServices Limited Demographics (2020)



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 2020 data, the female population has reduced slightly by 0.7%; however, female representation in the upper middle and upper quartile both increased demonstrating some 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.

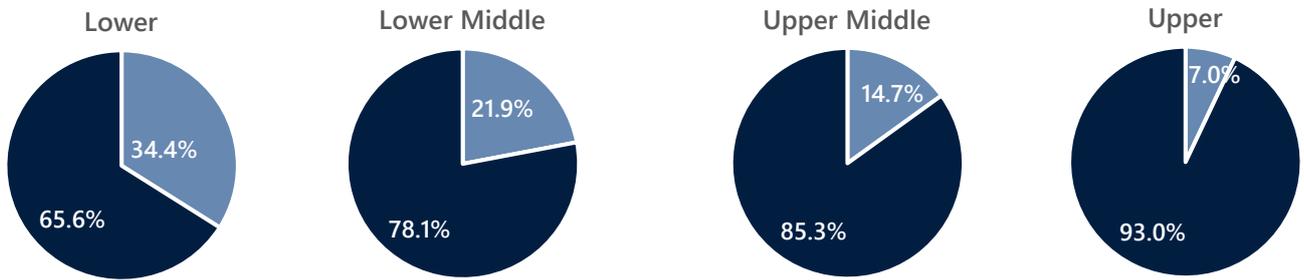
Fugro GB (North) Marine Limited

Gender Pay Gap Statement 2021

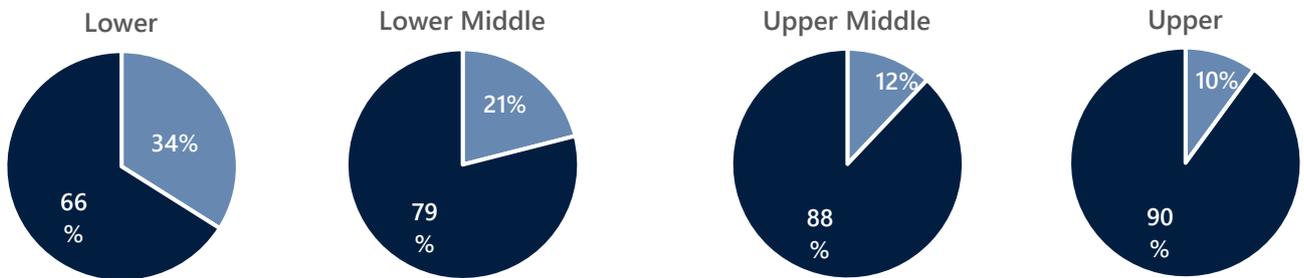
Fugro GB (North) Marine Limited Gender Pay Gap

Gender Pay Gap		Gender Bonus Pay Gap		Proportion Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
23.6%	22.4%	71.0%	0.0%	93.8%	98.1%

Proportion of Males and Females in Each Pay Quartile (2021)



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



Fugro GB (North) Marine Limited Demographics (2021)



Fugro GB (North) Marine Limited Demographics (2020)



Narrative

Within Fugro GB (North) Marine Limited, the overall representation of women in the business was essentially static. Increase in female representation in the lower middle and upper middle quartiles continues to improve, however in the upper quartile representation has decreased, illustrating the ongoing challenge of recruiting women into operational senior leadership positions.

The mean pay gap has risen slightly by 0.5 %, however the median gap has fallen by 2.4%.

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 primarily driven by 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 across the Group of Companies in the UK in the lower middle and upper middle pay quartiles have increased.

We continue to work hard to attract women into 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

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 improve diversity & inclusion within our workforce, we are focusing on the following interventions:

Attracting:

- Significantly expanded Talent Acquisition team is in place, broadening our recruitment engagement activities.
- Recruitment policies and procedures are in place that guard against unconscious bias

Developing:

- In 2020, 77% of UK employees completed Fugro's Unconscious Bias training
- In 2021, we commenced the rollout of "Management Drives", our selected personal development tool, profiling individual and team intrinsic motivations. It is planned that around 200 members of the team will experience Management Drives in the coming year.
- New Female Leadership programme, U.WIL, successfully conducted in 2021/2022 globally within Fugro, and 21.7% attendees were from the UK. The programme is being refined and will continue to run through 2022.
- Structured Succession Planning tools were launched in 2021, and will be formally run on an annual basis going forward.
- Fugro's U.Gro programme continued during 2021, and currently 35 UK female employees are participating

Engaging:

- Internal and external promotion of International Women’s Day (IWD) continues, providing perspective and inspiration on female careers within Fugro
- In 2021, conducted quarterly Employee Engagement pulse surveys. Similar surveys will continue in the year ahead, providing confidential feedback on a range of issues.
- In 2021 we introduced a Global Career Framework, harmonising our job structures, and ensuring we have a common language around jobs, levels and careers. It provides clarity and transparency around role requirements and career progression criteria. We continue to embed this in our people processes.

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