

Boulting Group Ltd Gender Pay Gap Supporting Statement

From 2017, any organisation that has 250 or more employed must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'men earn 15% more than women per hour'.

Employers must both:

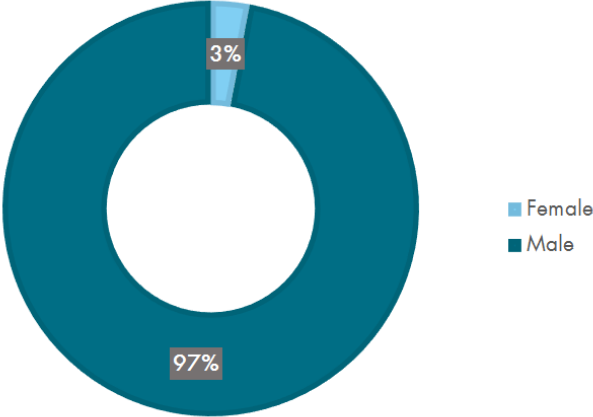
- Publish their gender pay gap data and a written statement on their public-facing website
- Report their data to government online – using the gender pay gap reporting service

BOULTING

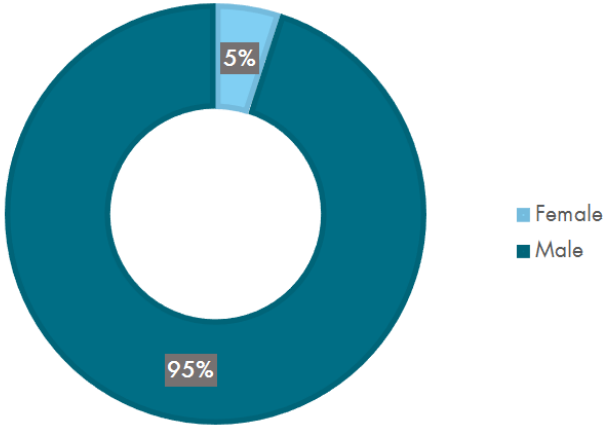
Boulting Results



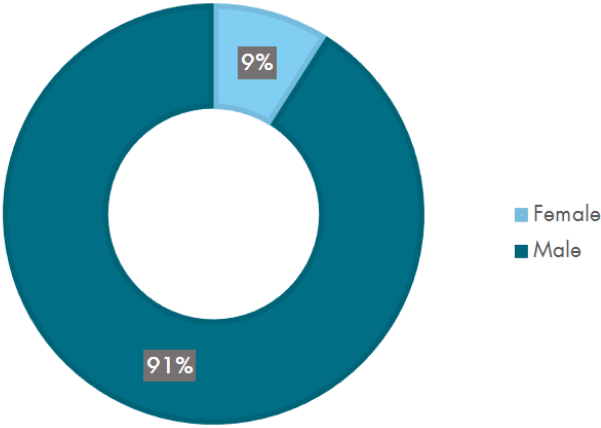
Upper Pay Quartile
(75%-100%)



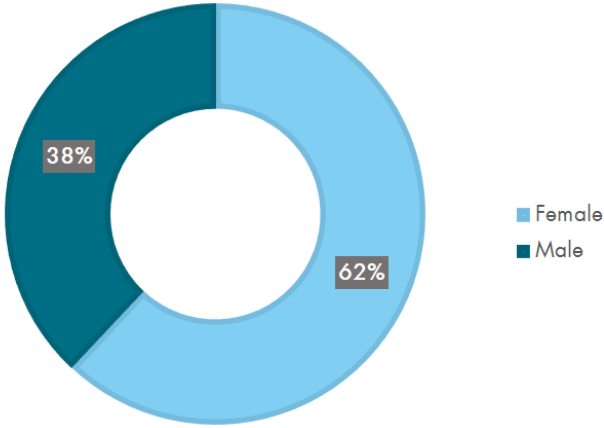
Upper Middle Pay Quartile
(50%-75%)



Lower Middle Pay Quartile
(25%-50%)



Lower Pay Quartile
(0%-25%)



Written Statement

Boulting Group Ltd has a mean gender pay gap of 42%. This gap arises because of demographics within Boulting Ltd and the wider Engineering industry.

We recognise that traditionally a greater proportion of men than women have studied for, and pursued, careers in the engineering sector, and this trend continues today.

The engineering industry is very heavily male dominated. We currently employ ten times as many men as women and have a greater number of men than women in senior and technical positions.

We tend to see that at the lower end of the quartile there are a higher percentage of females which tends to be the less technical roles. This has resulted in a gender pay gap.

It should be noted that we do have 2 females in the upper quartile.

In determining pay and reward for our employees we are governed for the majority of our employees by National Agreements.

We are working to address this imbalance and continue to do so. We aim to ensure the equal participation of women and men in all areas of work, at all levels.

To do this we have addressed two key areas within the company to help to tackle the gender pay gap. To start with we are looking at our recruitment strategy, identifying how we are going to attract more females. Secondly we are looking at developing our existing talent looking at how we can promote more females into senior positions within the company. We also intend to integrate gender pay gap considerations into future review of pay.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Ian Humphries.



Ian Humphries

Managing Director

For and on behalf of Boulting Group Ltd