

UK Gender Pay Gap Report 2019



We believe that promoting and supporting inclusiveness, and making the most of diversity, is good business. It also creates a safer workplace, better decision making, improved performance and, most importantly, is the right thing to do.

Our networking groups, which include the Women's Network and Working Parents' Network, act as a support mechanism for all employees. These groups raise awareness of potential issues, improve the working environment and boost employee morale.

We also work in partnership with external organisations in the UK to support the progression of our high potential female employees to leadership positions through a number of programmes, including Urenco Nuclear Leadership Academy and Urenco Transition to Leadership.

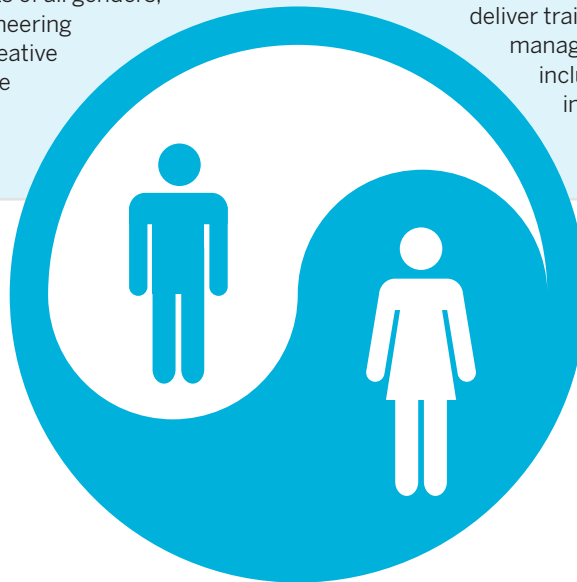
Urenco believes that promoting diversity and inclusion (D&I) amongst our youngest stakeholders is equally important and we do this through our Richie education programme. Our resources are designed for students of all genders, covering science, technology, engineering and maths subjects in a fun and creative way. They provide students with the opportunity to participate in group

work, enhance their presentation and design skills, and support them in the development of a wider skill set.

Urenco has set stretching goals for D&I, including recruitment, succession planning and awareness training. We have already achieved our goal to train at least 80% of employees across the organisation by the end of 2020, with 93% of employees having completed D&I awareness training as of the end of 2019.

In 2019, Urenco appointed Ralf ter Haar, Chief Financial Officer, as the executive sponsor for D&I, and we established an Including U Steering Committee to drive D&I forward into 2020 and beyond. A number of employees from across the business have also volunteered to become an Including U Champion and promote change through the roll out of various initiatives on a local and organisation wide basis. The first cohort of champions was trained in 2019 and we are looking to train further cohorts in 2020.

One of the major initiatives Urenco has committed to in 2020 is the review of recruitment processes and practices to ensure that they are inclusive and unbiased. As part of this we will design and deliver a consistent recruitment and selection process across the organisation. We will also deliver training for recruiters (HR team and line managers) in best practice interviewing, including unconscious bias in the interview process.



Results

UK legislation requires us to report our gender pay gap data for our UK legal entities employing more than 250 people. We have one such entity, Urenco UK, but have also chosen to show the same data for all UK based employees.

Urenco Group (UK) employees

671 employees,
26.7% of which are
women.

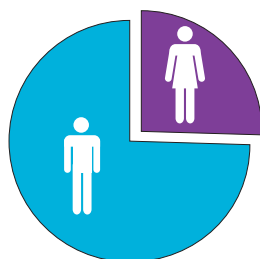


Table 1

Hourly pay and bonus difference between women and men at 5 April 2018/2019

	2018		2019	
	Mean*	Median**	Mean*	Median**
Hourly Pay	23.8%	13.3%	18.6%	15.4%
Bonus	46.9%	31.1%	46.9%	0.0%

Table 1 presents the comparison between 2018 and 2019 results for both hourly pay and bonus pay gaps. In 2019, our mean hourly pay gap decreased by 5.2% due to the increased percentage of females in the Urenco Group (UK) population and an increase in the proportion of females in the upper pay quartile of almost 4.0% (Figure 2). Although our median hourly pay gap increased in 2019, it is still below the national median pay gap of 17.3% (ONS, 2019). This change is linked to Urenco's positive efforts in recruiting more females into the organisation in the lower and lower middle quartiles (Figure 2).

In 2019, the mean bonus pay gap remained unchanged. The median, however, decreased to zero due to a large number of Urenco UK employees receiving an identical bonus payment.

Figure 1

Proportion of employees receiving a bonus 12 months preceding 5 April 2018/2019

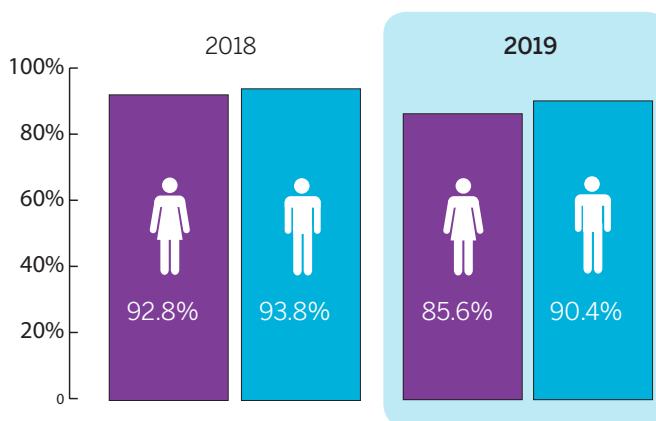


Figure 1 represents a comparison between the proportion of employees receiving bonuses in 2018 and 2019. 100% of our employees are eligible to receive a bonus payment, but depending on the end date of employees on a fixed term contract or the start date of new employees to the organisation, they may receive a bonus at a point outside the relevant 12 month reporting period. In 2019, there was a decrease in both male and female employees receiving a bonus within the relevant reporting period (3.3% and 7.1% respectively).

* **Mean:** The total of the numbers divided by how many numbers there are.

** **Median:** The middle value of a set of numbers.

Figure 2

Pay quartiles - At 5 April 2018/2019

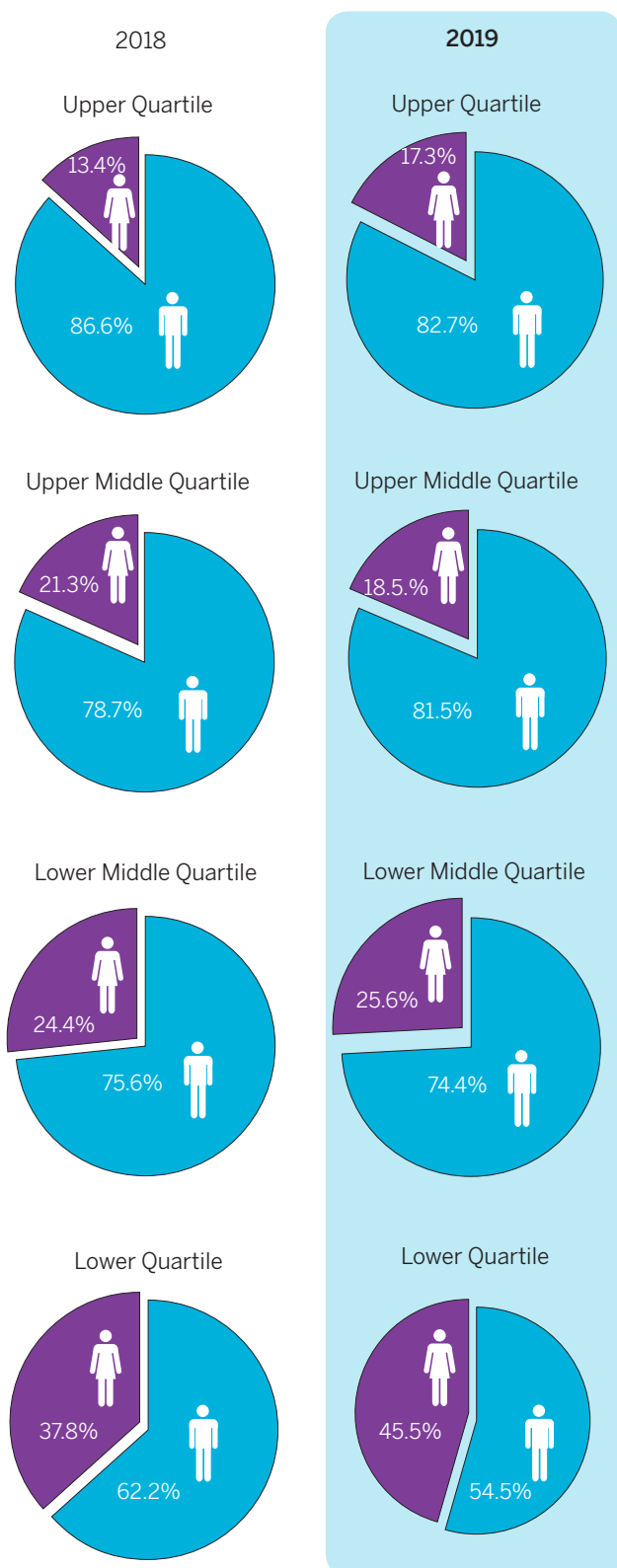


Figure 2 shows a comparison of gender distribution by hourly pay quartiles across our UK entities. 2019 results show an increase in the proportion of female employees in the lower, lower middle and upper quartiles.

The overall representation of females amongst our UK employees in 2019 increased to 26.7% from 25.0% in the previous year. As we continue to drive gender balanced recruitment and strengthen our talent pipeline of females joining our organisation at entry level, we have observed, as expected, an increase in the proportion of females in the lower quartiles. Although females are less represented in the higher pay quartiles due to proportionally more men being in senior level roles, a positive change is shown in the 2019 results with an increase of almost 4.0% in the proportion of females in the upper quartile.

Urenco UK employees

347 employees,
24.2% of which
are women

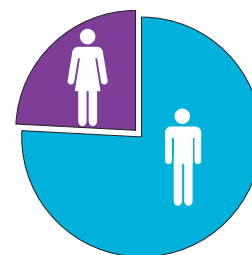


Table 2

Hourly pay and bonus difference between women and men at 5 April 2018/2019

	2018		2019	
	Mean*	Median**	Mean*	Median**
Hourly Pay	14.4%	13.6%	14.2%	19.7%
Bonus	4.3%	1.4%	8.9%	0.0%

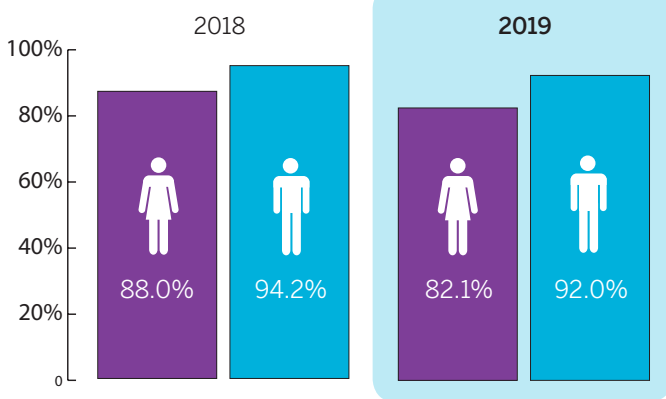
Table 2 presents the comparison between 2018 and 2019 results for both hourly pay and bonus pay gaps. In 2019, our mean pay gap decreased by 0.2%, however, our median pay gap increased by 5.5%.

The change in the median statistic was influenced by a significant increase in the proportion of female employees in the lower quartile (10%) and a decrease in the proportion of female employees in the middle quartiles (Figure 4).

In 2019, there was an increase of 4.6% in the mean bonus pay gap, which is associated with number of female new hires who did not receive a bonus in 2019 or received a pro-rated amount due to their start date. In 2019, we observed a decrease in the median bonus gap to zero due to a large number of Urenco UK employees receiving an identical bonus payment.

Figure 3

**Proportion of employees receiving a bonus
12 months preceding 5 April 2018/2019**



100% of our employees are eligible to receive a bonus payment. The overall proportion of female and male employees shown as receiving a bonus has decreased by 5.9% and 2.2% respectively (Figure 3). This decrease is due to a number of new employees who did not receive a bonus payment within the relevant reporting period due to their start date.

Figure 4

Pay quartiles - At 5 April 2018/2019

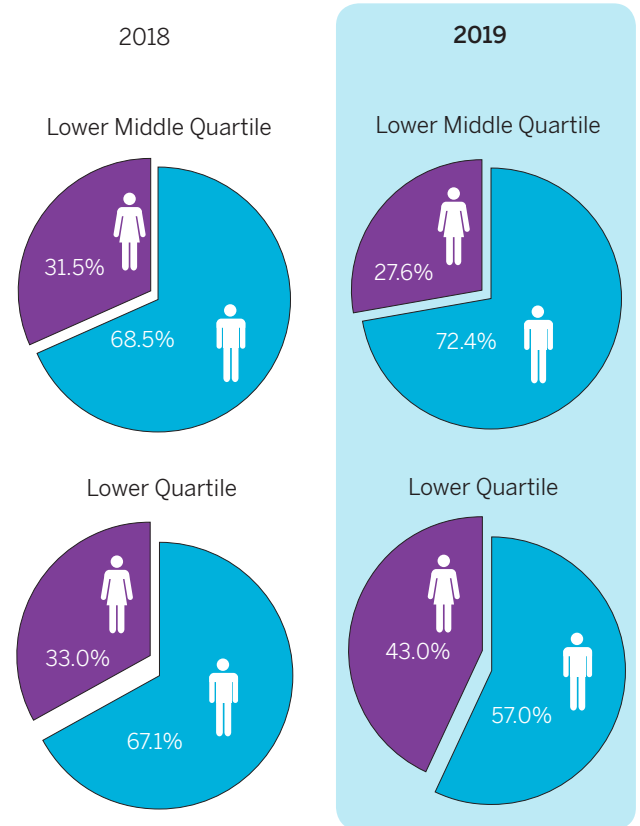
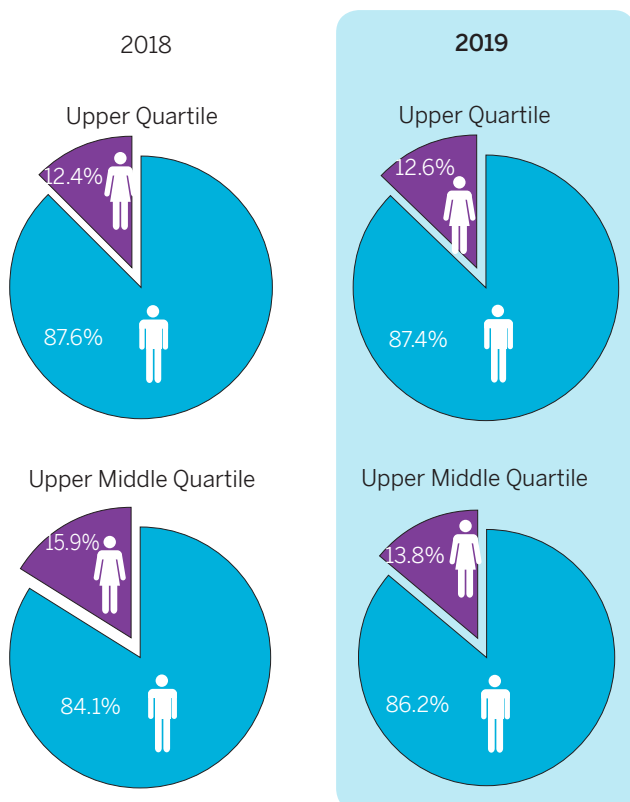


Figure 4 shows a comparison of gender distribution by hourly pay quartiles for Urenco UK employees. The 2019 results show a marginal increase in female representation in the upper quartile compared to 2018, however, female representation has decreased in the middle quartiles due to proportionally more males being appointed to roles that fell within those quartiles. Nonetheless, the overall percentage of females in Urenco UK has increased to 24.2% from 23.3% in the previous year.

I confirm the data reported is accurate and in line with mandatory requirements.



Boris Schucht
Chief Executive Officer