

# UK Gender Pay Gap Report 2017



**URENCO is committed to creating a diverse and inclusive workforce and attracting a broad range of talent into our business.**

We believe that organisations that embrace a diverse workforce deliver better business results. This is achieved by improved challenge from a wider range of perspectives, greater innovation, better-framed strategies and more robust decision making.

Other benefits can include improved employee engagement, motivation and increased effectiveness with all stakeholders.

In support of this, URENCO has developed general employee and leadership training in unconscious bias<sup>1</sup>, inclusion and respectful workplace practices.

UK legislation requires us to report our gender pay data for 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 URENCO employees.

<sup>1</sup> Implicit or unconscious bias happens by our brains making rapid subconscious judgements and assessments of people and situations. Our biases are influenced by our background, cultural environment and personal experiences.

## UK Gender Pay Gap Report 2017

### URENCO Group:

#### UK-based employees

691 employees, 23.9% of which are women

#### Pay and bonus difference between women and men

At 5 April 2017

	Mean *	Median **
Hourly Pay <sup>2</sup>	24.1% <sup>†</sup>	16.7% <sup>†</sup>
Bonus	37.8%	6.9%

This chart outlines the percentage by which women's average hourly pay and bonus pay is lower compared to men, across all levels and roles at URENCO.

The 'gender pay gap' shows the difference between the average (mean and median) earnings of men and women as a percentage of men's earnings. It varies by industry sector, occupation, age group and working patterns. For example, when looking at industry sectors the pay gap tends to be higher in finance, energy and construction sectors and lower in sectors such as public administration, support services and health and social work.

The gender pay gap is different to equal pay. Equal pay deals with any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

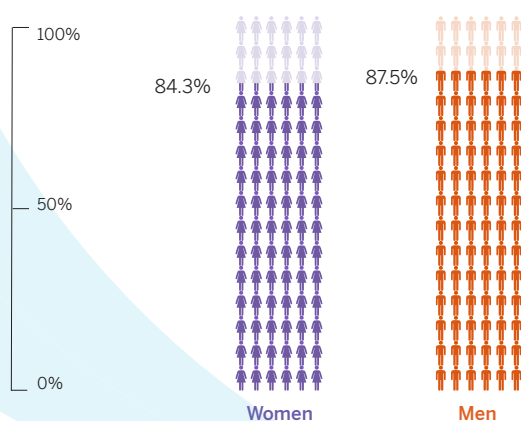
The UK median gender pay gap is 18.4% (Office for National Statistics 2017). URENCO's median hourly pay gap is 16.7%, which is reflective of our sector and industry in the UK.

<sup>†</sup> In April 2017, the reporting requirements excluded salary sacrifice. If this had been included the gender pay gap would have been higher, as a large proportion of employees chose to make salary sacrifice payments. The corrected figures are: mean 25.9%, median 21.1%.

We remain committed to providing an environment that encourages diversity and inclusion, further details of which are included below.

#### Proportion of employees receiving a bonus

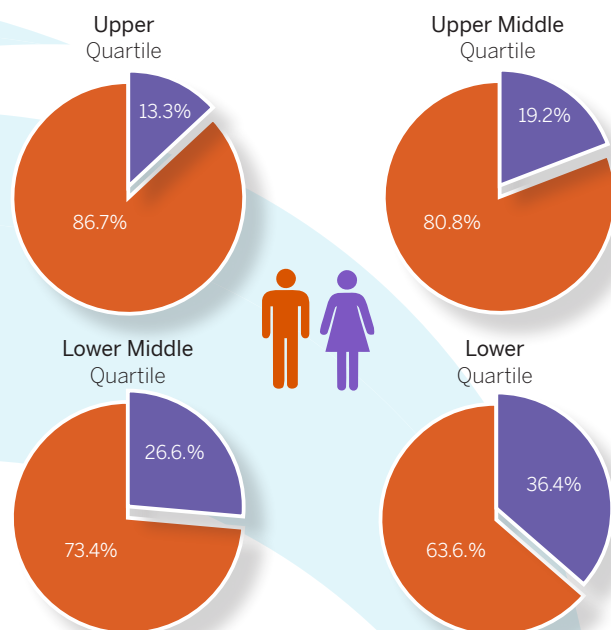
##### 12 months preceding 5 April 2017



100% of male and female employees are entitled to a bonus.

Depending on the end date of employees on a fixed-term contract and the start date of new employees to the organisation, they may receive a bonus at a point in time outside the 12 month reporting period.

#### Pay quartiles - At 5 April 2017



The charts above show gender distribution across URENCO in the UK in four equally sized hourly pay quartiles.

Women represent approx. 24% of the workforce in our UK legal entities. Women are less represented in the higher pay quartiles due to proportionally more men being in senior level roles.

#### Our commitment to diversity and inclusion

URENCO is committed to ensuring that both men and women are represented in all areas of our business. Our Women's Network, based at our Capenhurst site in the UK, is focused on nurturing our female leaders within the organisation to ensure we retain and attract a diverse workforce.

In addition, our Richie education programme is focussed on nurturing an interest in Science, Engineering, Technology and Maths (STEM) to help create future leaders in the nuclear industry, both male and female.

Our practical workshops and digital resources have been designed with gender diversity in mind, covering STEM subjects in a fun and creative way. Our Discovery Day<sup>3</sup> resource, for example, entitled 'Enrich my Classroom', encourages young people to work collaboratively on ways they can enhance and improve their everyday classroom experience. It teaches students not only about STEM topics, but also provides an opportunity for group work, presentation skills, art and design, appealing to students with a wider skill set.

We also support and host 'Women in Engineering' careers fairs held close to our facility in Capenhurst.

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

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

<sup>2</sup> The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as allowances and shift pay. It excludes items such as salary sacrifice and overtime.

<sup>3</sup> Discovery Day is part of the British Science Association's CREST Awards scheme - a UK wide award scheme which enables children to solve STEM problems through practical investigation.

## UK Gender Pay Gap Report 2017

### URENCO UK:

380 employees, 22.9% of which are women

#### Pay and bonus difference between women and men

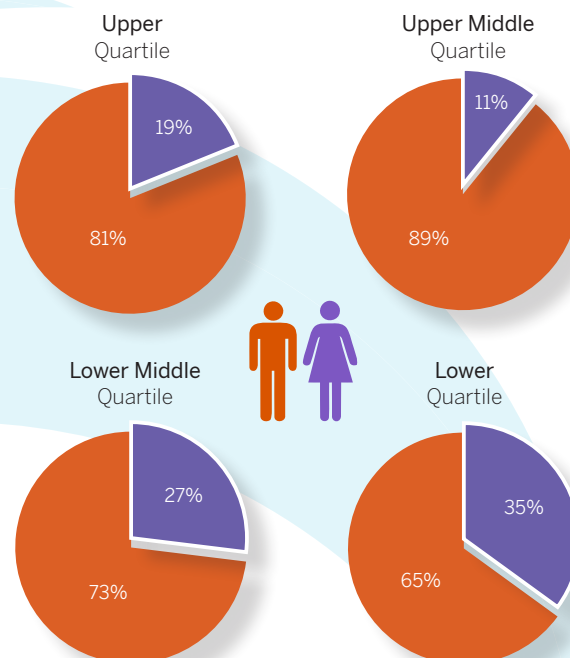
At 5 April 2017

	Mean *	Median **
Hourly Pay <sup>2</sup>	11.1% <sup>†</sup>	14.4% <sup>†</sup>
Bonus	4.9%	0.0% <sup>4</sup>

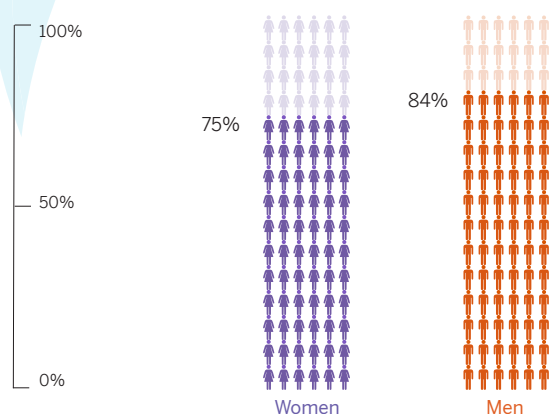
<sup>†</sup> In April 2017, the reporting requirements excluded salary sacrifice. If this had been included the gender pay gap would have been higher, as a large proportion of employees chose to make salary sacrifice payments. The corrected figures are: mean 16.2%, median 18.1%.

<sup>4</sup> There is a zero median bonus gap shown as a large number of URENCO UK employees receive an identical bonus figure.

### Pay quartiles - At 5 April 2017



### Proportion of employees receiving a bonus 12 months preceding 5 April 2017



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



*Dr Thomas Haeberle*

**Dr Thomas Haeberle**  
Chief Executive Officer