



## GENDER PAY GAP REPORT 2023

Gender Pay Gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Gender Pay Gap measures the difference between men and women's average salaries, which is different to that of equal pay. We are an equal opportunities employer and are committed to building a diverse and inclusive workplace, irrespective of gender.

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# WHAT IS OUR GENDER PAY GAP?

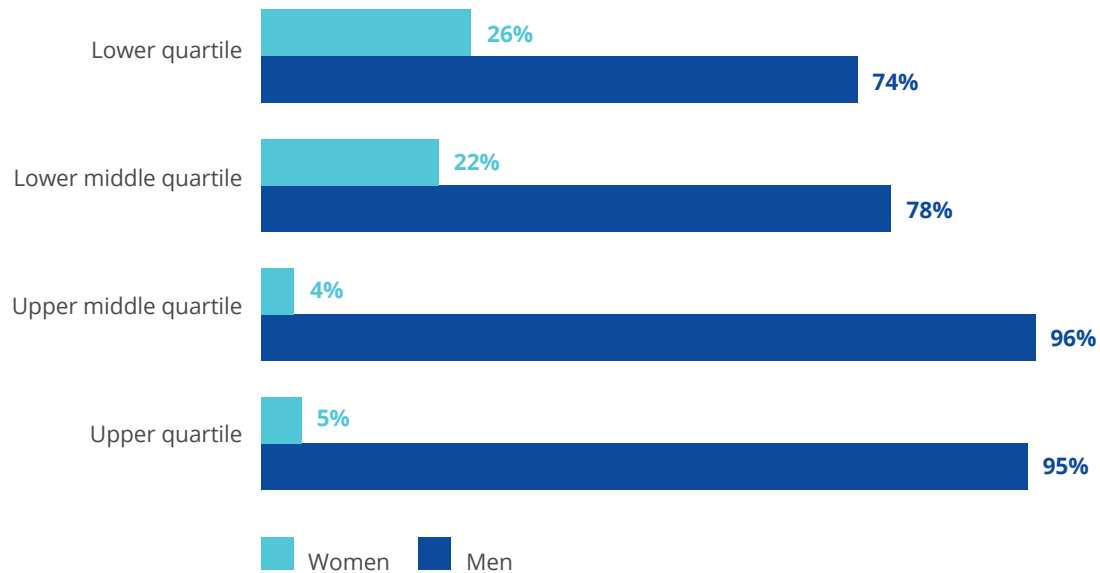
## DIFFERENCE BETWEEN MEN AND WOMEN

	Mean	Median
Gender pay gap	27%	36%
Gender bonus gap	69%	-145%

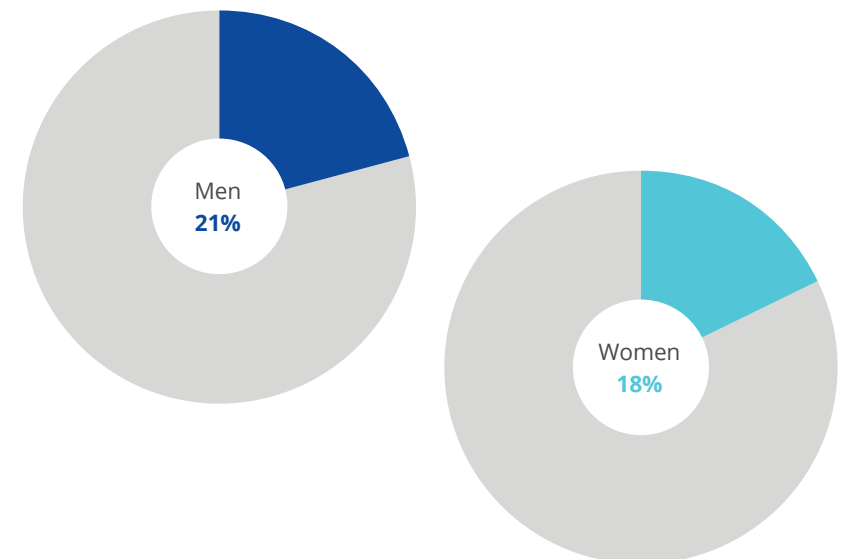
Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers.

Median is the 'middle' number in the sequence of numbers, listed from lowest to highest.

## PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



## PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



# ANALYSING OUR GENDER PAY GAP



## OUR WORKFORCE

Whilst we continue to ensure fairness and consistency in our recruitment and promotion practices, the industries and environments in which we operate, and the roles that we have available, continue to attract more men than women. Altrad Sparrows therefore does remain an organisation that has a higher population of males in our workforce. At the snapshot date Altrad Sparrows employed 839 employees, 14% of whom are female, this represents a small decrease in the number of women employed from the previous reporting period. Headcount fluctuation at this snapshot date has led to a small increase in our gender pay gap for 2023.

The majority of our workforce are engaged in specialist engineering, inspection, operations and maintenance roles. In particular, our headcount includes a significant number of offshore workers, which historically has attracted lower numbers of females. Offshore salaries also incur a pay premium due to the environment, which ultimately impacts on our gender pay gap.

At Altrad Sparrows, we are proud of our track record of growing our own, with many of our workforce joining the company as apprentices or graduates and going on to be

promoted into senior positions across the UK business and internationally.

### **Our commitment to addressing the gap is supported by a few examples noted below:**

We continue to prioritise developing talent from within the organisation, and are committed to making Altrad Sparrows a great place to work, creating an environment that provides equal opportunities and access to development for all, and where our employees feel they are supported to achieve their ambitions.

Toward the end of 2022, we were delighted to celebrate the success of two female team members completing Graduate Apprenticeships in Business Management, with an operations coordinator receiving a first-class honours and our payroll supervisor graduating with BA Honours. The programme launched in 2017 and takes a work-based learning approach where students study full-time while working.

Our graduates were among the first group in Scotland to take up the Business Management courses when they became available in 2018. Additionally, a female inspection support engineer also graduated

with a first-class honours BA (Hons) Business Management having studied part-time whilst working.

With a focus on the next generation and our continued partnership with several universities and secondary schools, we welcomed four senior students from Oldmachar Academy in February 2023 who visited our Aberdeen facility, the students were mentored by our head of design and technology and our senior design draughtsperson, the four students have been completing a complex engineering project as part of the Industrial Cadets gold level accreditation. The team were set with a challenge by our design team to come up with a solution which would make cranes greener and reduce carbon emissions. Nearing the end of their final year at school, all the students are looking to study STEM subjects at various universities next year. The teams taking part from schools across Scotland will present against one another to be recognised as the best STEM solution.

The start of 2023 saw our recruitment team begin attending external events again. Attending an oil and gas and renewable energy event with Rely-On Nutec in January, and an event at Oldmachar Academy in February 2023. Our commitment to youth engagement programmes and supporting educational establishments within our local community is set to continue and grow throughout the year.

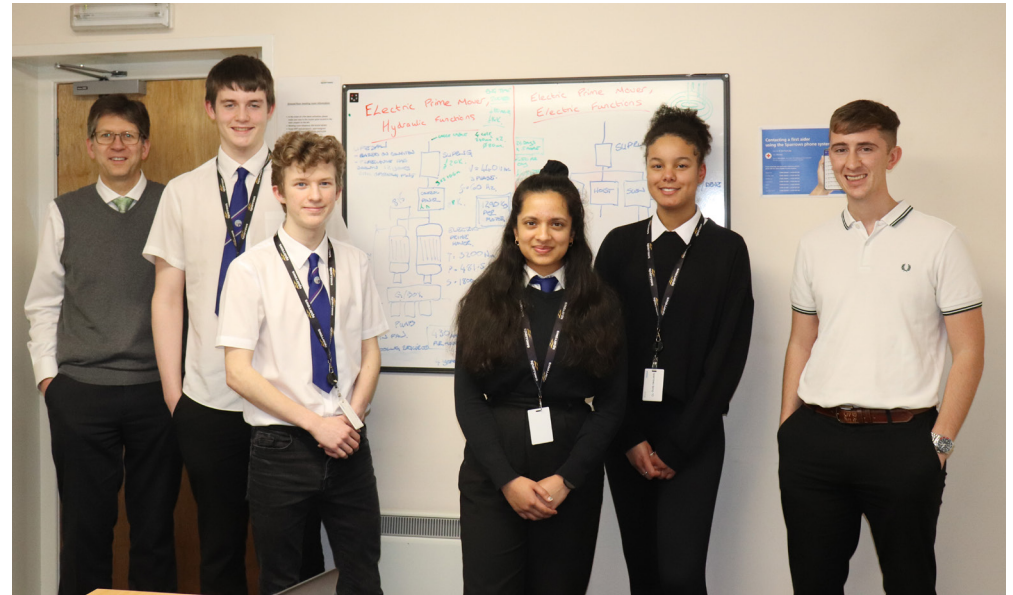
### **BONUS PAY**

The Mean bonus gap has increased over the period, for reasons related to the sale of the Sparrows Group, which was concluded on 11 July 2023. Conversely, the Median bonus gap reduced, due to an increase in the number of female participants in the bonus plan. More recently we have expanded the eligibility rules on the bonus scheme which will see a further increase in the number of females eligible to receive bonuses in the coming year.

### **ADDRESSING THE GAP**

Our commitment to enhancing female representation is a cornerstone of our dedication to creating a more inclusive work environment. The company continues to seek new avenues to attract females into historically male-dominated fields. Given the nature of our operations, which often extend into traditionally male-dominated industries and remote locations, it becomes even more imperative for us to ensure that each employee feels safe, seen, and valued.

During 2023, we were excited to see the launch of the wider Altrad Group's Diversity, Equity, Inclusion and Belonging Pledge focusing initially on Gender Diversity. The group has set a target to have 15% of our global workforce to be women by 2035. To keep us on track, the group milestones have been set at 9% by August 2027 and 13% by 2030. These goals are ambitious, but we as Altrad Sparrows are committed to supporting the groups achievement and with our current



female workforce at 14%, this will positively impact the overall Altrad Group goal.

Recent Altrad Sparrows business changes have led to a change in the Senior Leadership Team which is now made up of 31% women. This is a hugely positive step in driving a culture that is focused on gender equity and fostering an inclusive workplace that attracts and retains a diverse population.

In the coming year, will see the roll out of additional training, education and initiatives aimed at enhancing gender diversity across our workforce.

### **ACCURACY STATEMENT**

I confirm this report has been produced in accordance with the guidelines and is an accurate reflection of data as at the snapshot date.

For and on behalf of Sparrows Offshore Services Limited.

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Regional Director – Europe

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