

Gender Pay Gap Report

April 2024



Who We Are

Ponticelli UK Ltd. is the UK subsidiary of Ponticelli Frères, an independent and family-owned Group, which provides services to major players in the energy industry and infrastructures, accompanying them all over the world in the design, construction and maintenance of their facilities to guarantee long-term safety and performance excellence.

Within the UK, Ponticelli employ approximately 500 employees onshore and offshore on installations on the UK Continental Shelf.

/ Our Commitment

Ponticelli's vision is to be an employer of choice. Attracting, developing, retaining high performing people, irrespective of gender or any other personal characteristics.

At Ponticelli we are committed to equal pay for equal work, as well as implementing policies and processes which proactively address the gender pay gap.

/ Our Values

At Ponticelli, we recognise the value of a diverse workforce and strive to create a culture of diversity and inclusion, providing equal opportunities for both men and women.



Safety



People



Wisdom



Performance



Integrity

Opening Message



**Benoît
Lamoussière**

*Ponticelli UK
Managing Director*

At Ponticelli UK Ltd, we are committed to creating an inclusive and diverse workplace where all employees have equal opportunities to succeed. Our 2024 Gender Pay Gap report highlights both the progress we have made and the areas where we must continue to improve. We are pleased to see a reduction in the mean gender pay gap, however, we recognise that there is still work to be done, particularly in increasing female representation in senior roles and addressing the median gender pay gap.

As we strengthen our presence in the UK, we remain dedicated to achieving gender balance and creating an inclusive workplace where everyone can thrive. Our diverse workforce is our greatest asset, driving innovation and success. We are actively working to attract top talent, support career development, and retain a workforce that reflects the rich diversity of our industry.

While we have made progress, we acknowledge that there is more to do. We are taking concrete steps to close the gender pay gap, ensuring that all employees are fairly compensated, regardless of gender. Our commitment to this goal remains steadfast as we contribute towards achieving Vision 2035.

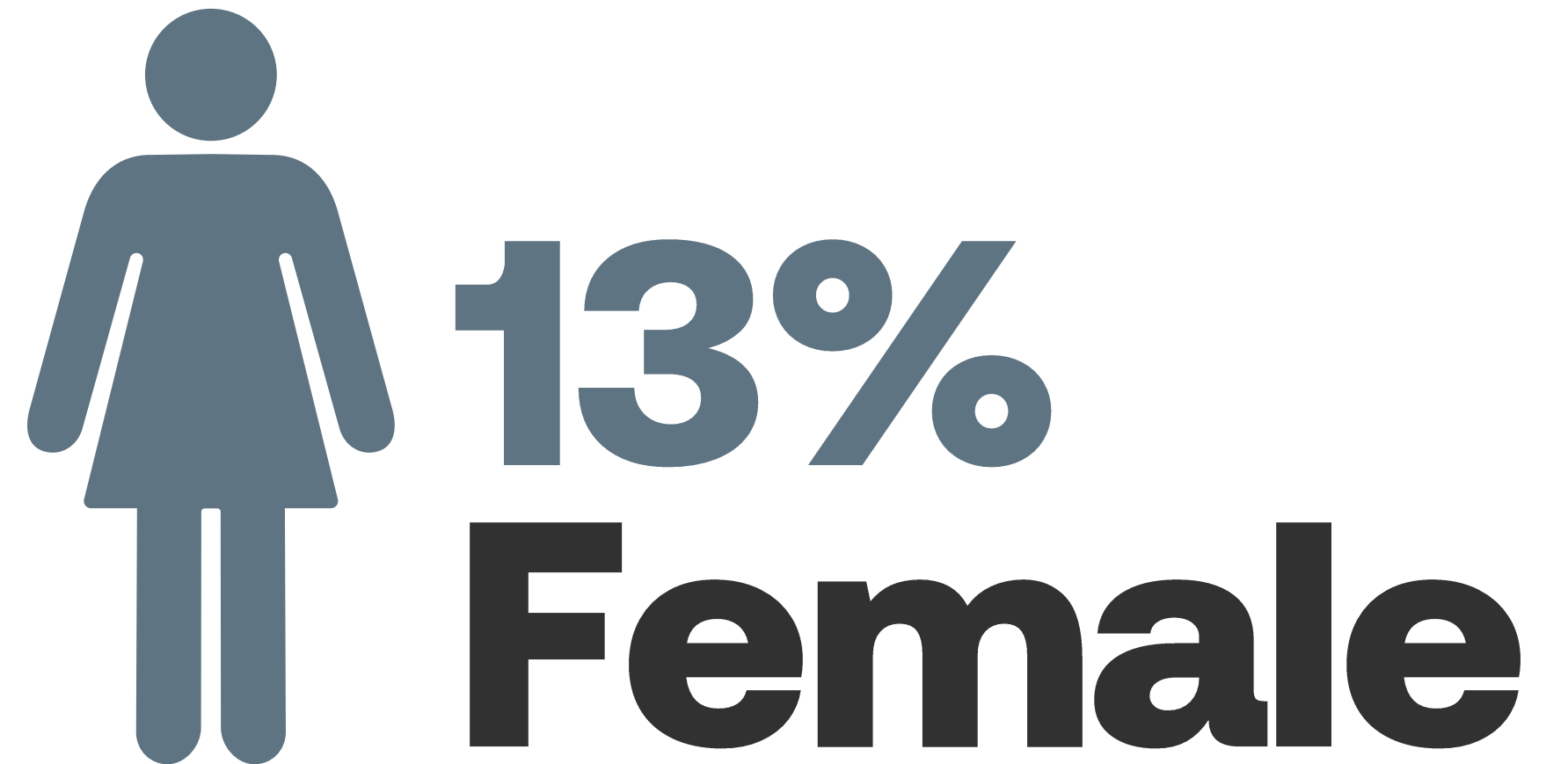
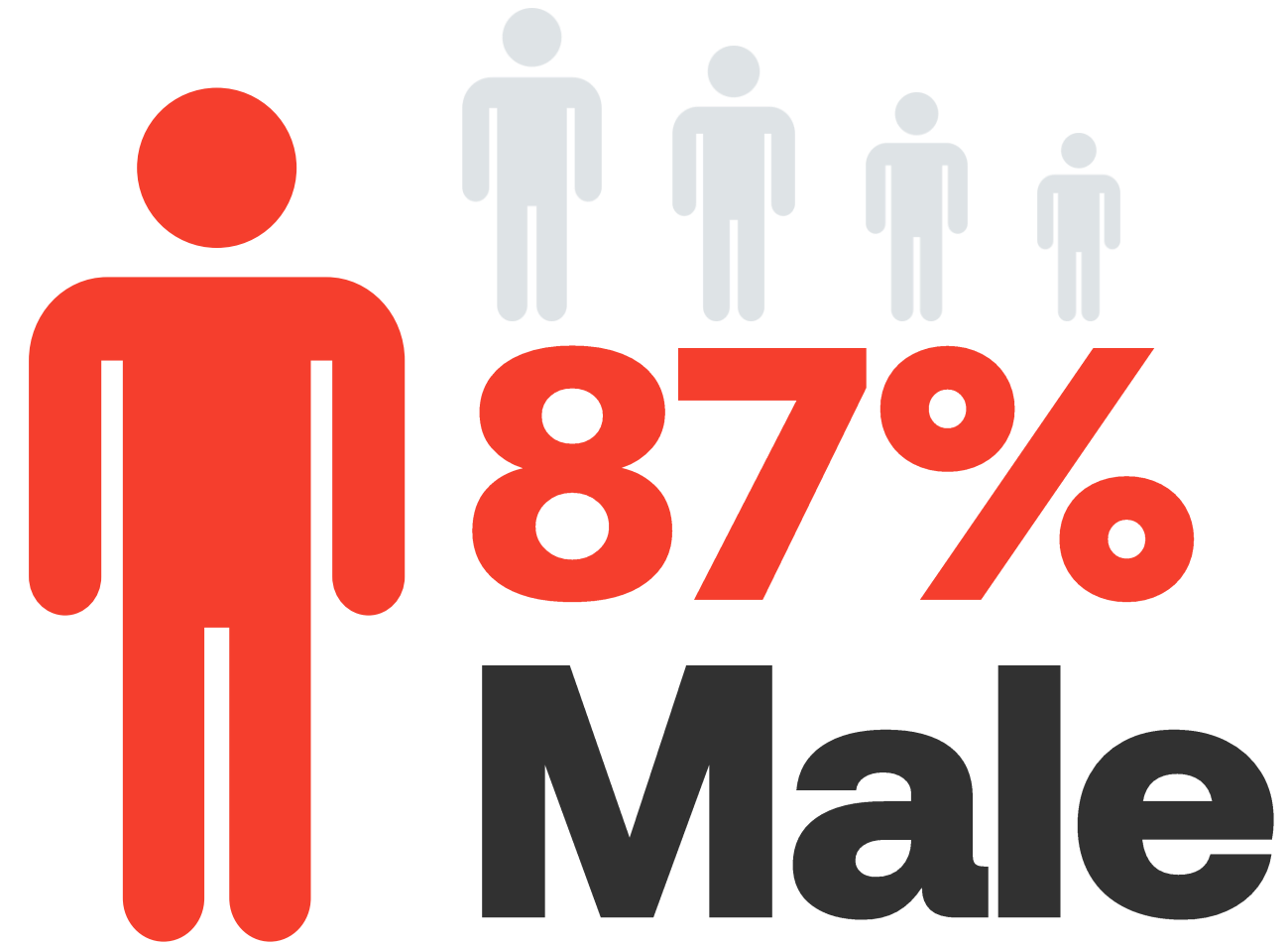
Our 2024 Gender Pay Gap Results

Workforce:

In line with the UK Gender Pay Gap Regulations, all companies with 250 or more employees are required to publish details of their gender pay gap and bonus gap.

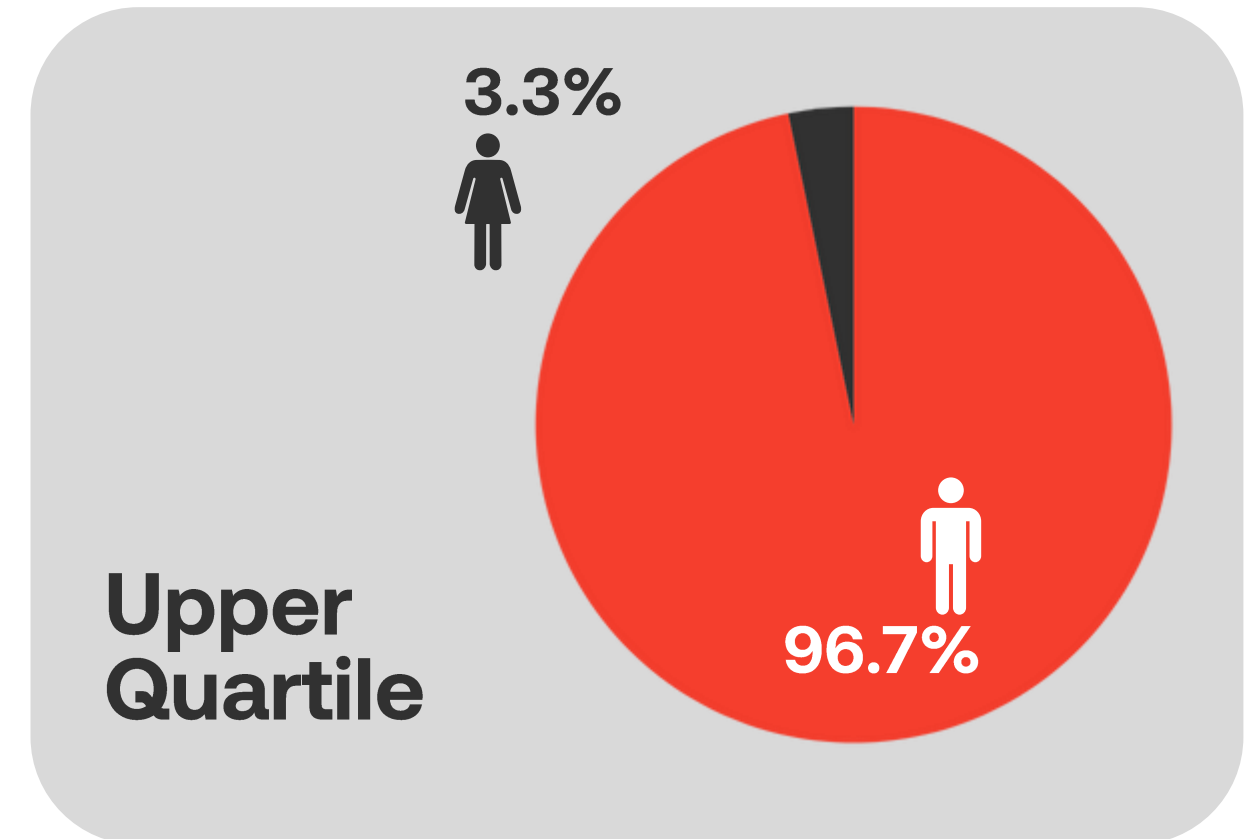
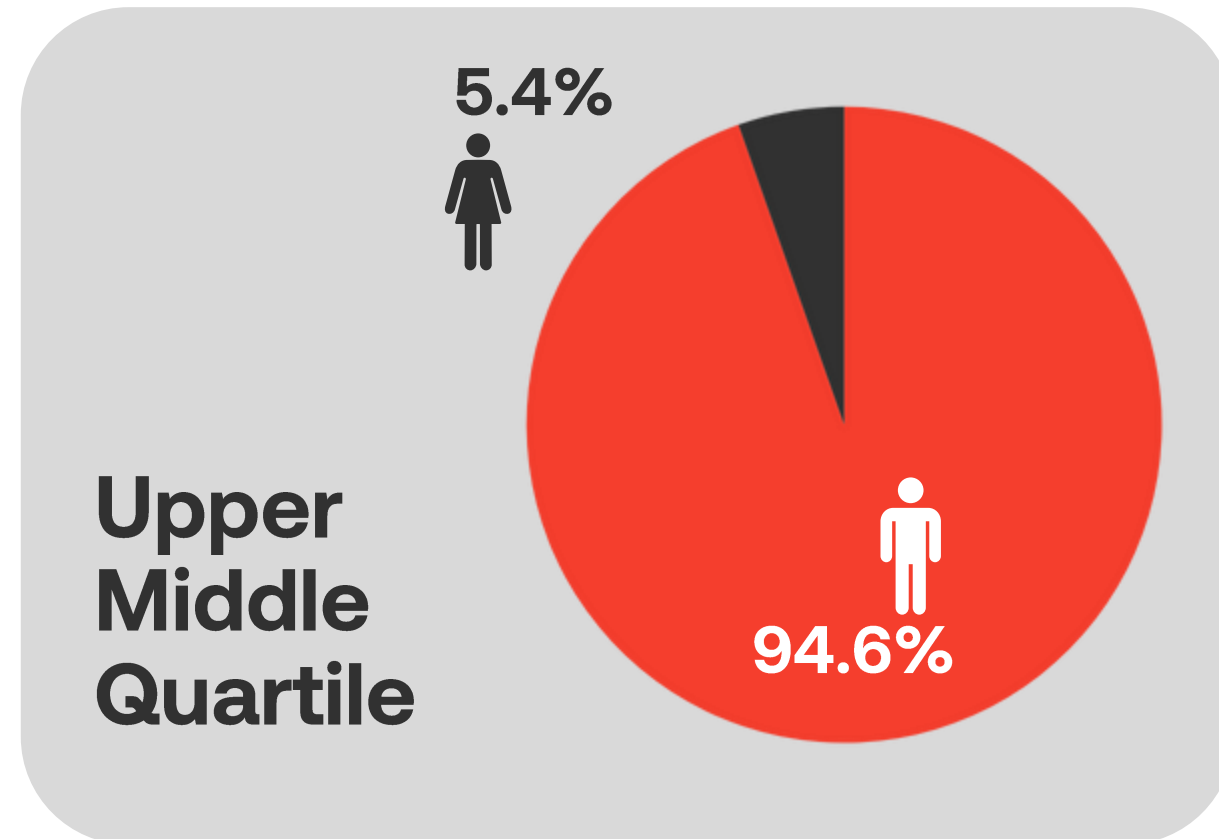
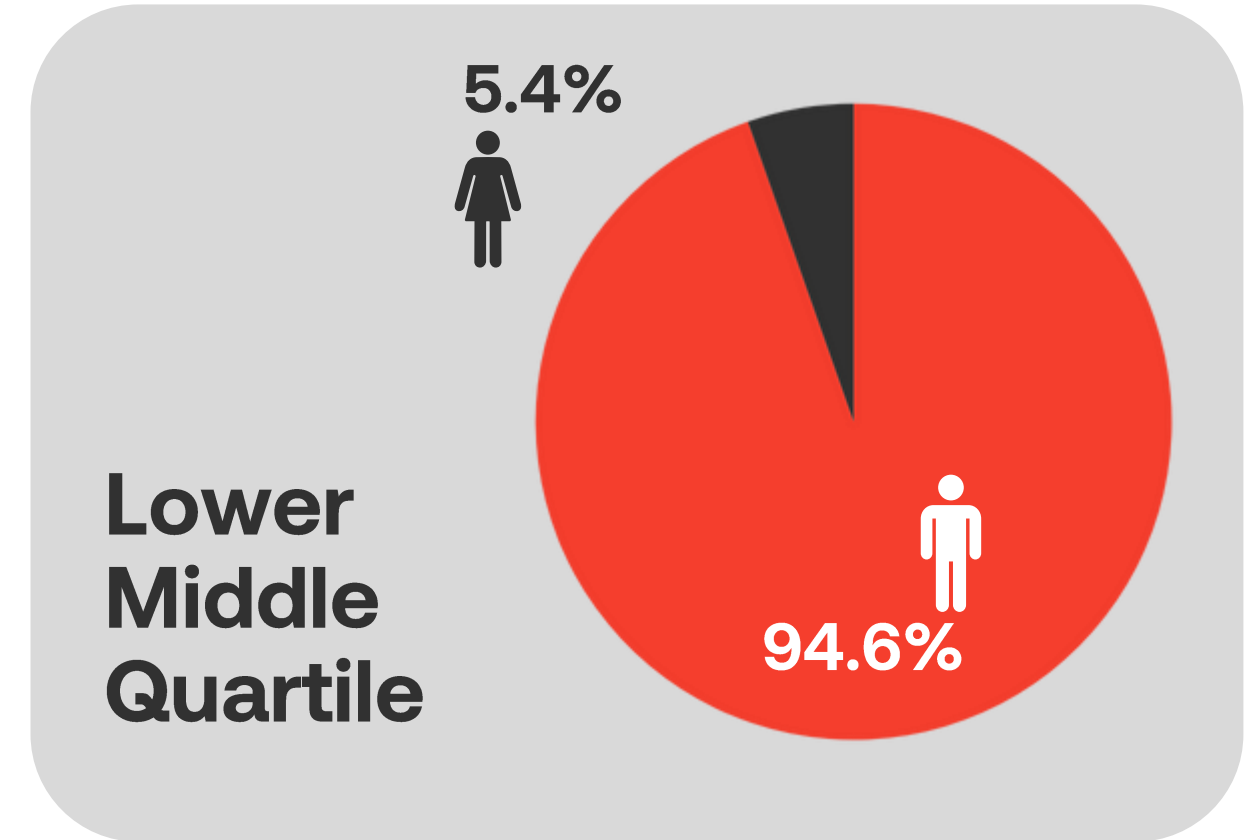
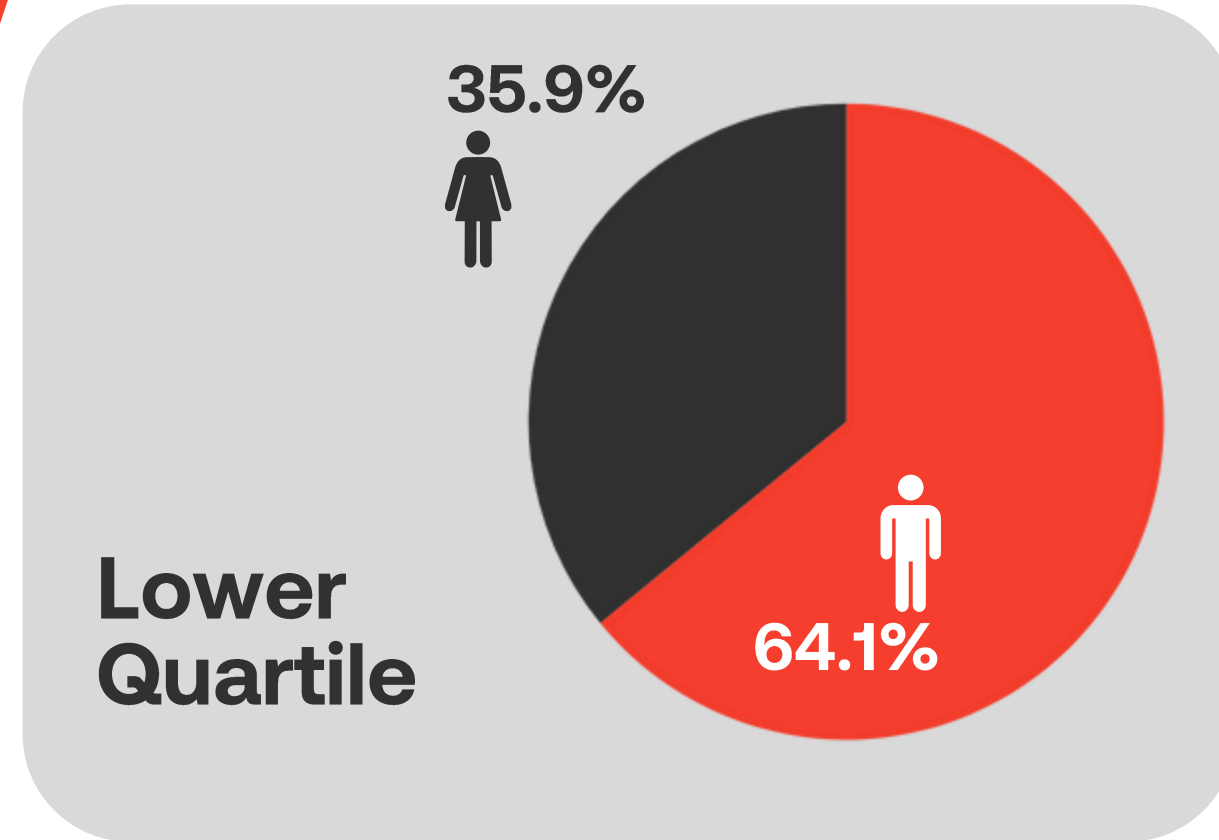
It is worth noting that **Gender Pay Gap** is not the same as;

- **Equal Pay: Gender Pay Gap:** concerned with the differences in the average pay between men and women, regardless of their role.
- **Equal Pay** - refers to the pay differences between men and women who carry out the same or similar jobs.



Gender Split By Quartile

The proportion of male / females in each quartile



Our 2024 Gender Pay Gap Results*

The percentage of Men & Women who receive a **Bonus Payment**



* The percentage of Men & Women who receive a bonus payment is attributed to client specific bonuses for offshore employees.

Mean & Median:

The gender pay gap shows the difference between the **Mean** (average) and the **Median** (mid-point) **pay and bonus earnings** of male and female employees, expressed as a percentage of male employees' earnings.

Mean Pay
29.1%

Difference in Mean Pay of Men & Women

Median Pay
38.8%

Difference in Median Pay of Men & Women

Mean Bonus Pay
49.9%

Difference in Mean Bonus Pay of Men & Women

Median Bonus Pay
40.9%

Difference in Median Bonus Pay of Men & Women

Analysing Our Gender Pay Gap

The Gender Pay Gap is a calculation that compares the rates of pay for all employees within the organisation.

The Gender Pay Gap is influenced by many factors, including industry sectors and societal norms and does not consider differences in job function, job level, qualification and experiences.

Key Findings in 2024

1. Progress in Pay Equality

- The **mean gender pay gap improved by 7%** in 2024, showing positive progress towards pay equality.

2. Bonus Pay Gap Reduction

- The **mean bonus gap decreased by 38.5%**, demonstrating a more balanced distribution of performance-based rewards.

3. Workforce Composition

- Males dominate technical roles, which generally offer higher salaries
- Females are more prevalent in support roles, which typically have lower salaries.

4. Senior Position Representation

- A greater number of males hold senior positions, where salaries are typically higher.

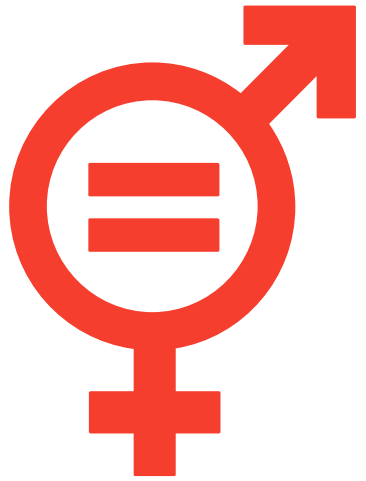
5. Bonus Payment Trends

- Bonus payments in 2024 have again been impacted by legacy and client-specific arrangements.
- However, the number of females receiving bonuses has increased overall.



Notwithstanding our efforts, these demographics are reflective of the oil and gas industry, whereby the predominance of men in the offshore sector have influenced our gender pay gap. We are committed to taking steps to change this.

Taking Action To Close The Gap



Attract

- We utilise inclusive and transparent recruitment practices to ensure fairness at every stage of the hiring process.
- We collaborate with industry bodies such as APTUS to encourage gender diversity within our apprentice programmes.
- We continue to work with the Young Person's Guarantee to support young talent in their professional development, helping them build successful careers in the energy industry.



Develop

- We create a development culture that enables all employees to progress.
- We continue to provide compulsory Diversity & Inclusion training for all employees.
- We ensure our Leadership Programme focuses on inclusion and unconscious bias, creating a fair and supportive workplace.
- In 2025, we will launch a mentoring programme to support female career progression.



Retain

- We have flexible working policies to support work-life balance and appeal to a diverse workforce.
- We offer enhanced family-friendly benefits to support employees at different life stages.
- We are actively addressing pay equity concerns by ensuring fair compensation policies.
- In 2025, we will launch our first ED&I survey to inform our gender diversity strategy and establishing a Diversity, Equity & Inclusion (DE&I) Committee to drive meaningful change.

/ Declaration

I confirm that our UK gender pay gap calculations in this report are accurate and meet the requirements of the regulations.



Benoît

Ponticelli UK Managing Director

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