



ESTD 1859

# BES Group

## **Gender Pay Gap and our people commitments - turning the dial.**

Our people are our greatest resource across the BES Group and that will never change. We are 100% committed to our team. It's important to us that they have their very best experience with the BES Group, right from their very first touch point, before they have even joined our company.

### **A culture of inclusivity**

An inclusive culture is integral to this, and we are extremely proud of what we continue to build. To us this means allowing our people to truly be themselves in the workplace. Delivering the very best service for our customers in a professional manner is key to the ongoing success of the BES Group and we do this with an open mind, trust, and respect for each other, no matter what.

We actively support diversity across the BES Group and will continue to focus on this as we grow and welcome more businesses to our organisation. Our team is made up of the very best people, all dedicated to the safety, operational efficiency and legal compliance of our customers, with no consideration of age, gender, sexual orientation, ethnicity, religion and nationality, for example. For us, it's about skill set, attitude and the confidence that our people can deliver for our customers.

### **A diverse and responsible future for the BES Group**

We take our responsibilities as an employer very seriously and are committed to achieving challenging targets when it comes to our team. Diversity is at the centre of this, and we will continue to do everything we can to drive a diverse workforce, with no compromise.

### **Gender**

With an ongoing focus on recruitment and growing our team in line with our customer's needs, it's particularly important to us that our workforce is increasingly gender diverse. We are committed to attracting more females to the BES Group, helping remove pre-existing gender stereotypes associated with our industry and providing a flexible place of work for all.

### **Our recruitment process**

Our more technical roles continue to be male heavy. Addressing this with the ongoing aim of attracting the right, gender diverse applicants to all vacancies is imperative. We intend to see an ongoing improvement on this front by doing things like bringing the importance of our engineer roles to life, particularly when it comes to helping ensure the safety of our customers, by using a number of different and innovative methods.

We are proud of the progress we have made with our recruitment process over recent years. This has been built around the needs of our customers, our business and our commitment to diversity and inclusion across our team. We ensure anyone involved in this process receives the most thorough, regular training, removing the risk of gender or other bias when filling our vacancies.

We are pleased to share our gender pay gap report for British Engineering Services Ltd, part of the BES Group, for 2022 on the next page. Our statistics are reflective of our male heavy workforce. As above, addressing this will be an ongoing focus across the wider BES Group as we continue to grow both organically and by acquisition.

# Our Gender Pay Gap Report (British Engineering Services Ltd only), 2022

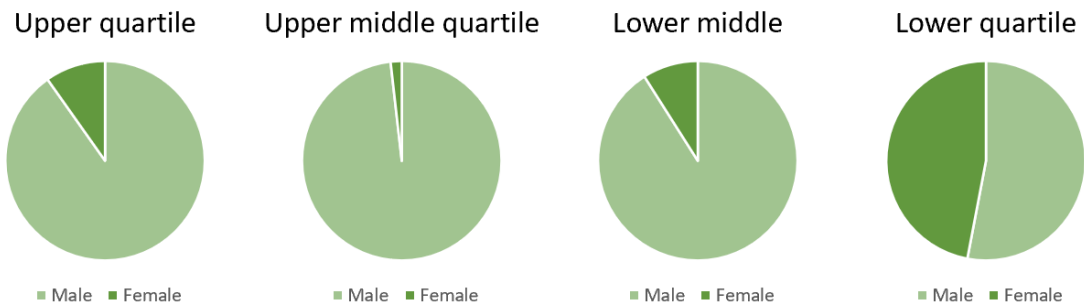
## Mean and medium gender pay gap

	2021	2022
<b>Mean</b>	25.1%	23.5%
<b>Median</b>	33.9%	33.2%

## Bonus payments

<b>Mean</b>	7.6%	65% of females and 66% of males received bonuses.
<b>Median</b>	28.6%	

## Proportion of males and females in each pay quartile:



	Upper	Upper middle	Lower middle	Lower
<b>Male</b>	90.2%	98.2%	91%	53%
<b>Female</b>	9.8%	1.8%	9%	47%

Please note, our statistics are reported in line with Government guidelines. They are reflective of a male heavy workforce across British Engineering Services Ltd and are not the same as an equal pay report. We know that any such statistics would be much more balanced with people in our team remunerated in line with their role profile, skill set and experience only.

As anticipated, our statistics are reflective of the lack of females working in technical roles, such as engineers, across British Engineering Services Ltd, which make up more than half of our complete team. Where gender stereotypes do not exist, such as office based, non-fee earning roles, our teams are much more evenly split, as shown in our lower quartile statistics.

Current mandatory gender pay gap reporting does not represent trans and non-binary colleagues. We will work to understand whether a pay gap exists in this community internally but have not included these statistics in our report this year, as we continue to respect the privacy of our team.



British Engineering Services is part of the BES Group. Although we are currently only obligated to report on British Engineering Services Gender Pay Gap statistics, our commitments to driving a more gender diverse team apply to the complete BES Group



ESTD 1859

# BES Group

## **Our ongoing commitment to actively attracting more females to the BES Group team**

As we continue to work to attract more females to our business, we have made a number of commitments that we expect to have an ongoing positive impact on the gender split of our team.

### **1. Recruitment and recruitment training**

- We will continue to offer a number of flexible working options in our recruitment campaigns, where applicable, including part time, job share and hybrid working
- We are focused on attracting the very best candidates, regardless of gender and personal situation. Anyone in our team involved in the recruitment process, including leaders from outside of our Careers Team, are trained to both recognise and avoid unconscious bias. We also plan to roll out Gender Bias Awareness Training to more and more people across the BES Group going forward

### **2. Returning from parental leave**

- We actively support both existing employees and new starters, who are predominantly female, returning to work after a period of parental leave. Where the role allows, we support reduced hour working requests and encourage a phased approach, via Keeping in Touch Days, for example, to returning to the work place

### **3. Flexible working**

- Our team is made up of people who follow a number of working patterns, including traditional part time, job share, condensed hours and school hours etc in line with their personal commitments. Not only does this work for our people, it allows us to attract and maintain the very best new starters to our business

### **4. Supporting and encouraging career progress**

- We continue to review our internal structure to encourage and support the career progression of our people. We are actively supporting more females into leadership roles, providing interview guidance and helping fill skill gaps, where they exist, to enable ongoing development. For example, we have supported a number of female Engineer Surveyors into Team Leader roles. This journey included formal training and coaching during the completion of a Leadership Apprenticeship via our internal apprenticeship scheme.

### **5. An increased focus on mental health and well being**

- We have actively increased our focus on mental health and wellbeing. This includes awareness training across our complete Group and increased promotion of our Employee Assistance Programme (EAP). Our EAP provides useful information and support around a number female specific areas such as menopause. In addition, we are growing our team of Mental Health First Aiders as additional support for our people

### **6. Investor support and activity**

- Inflexion, our Private Equity investors are committed to promoting diversity and inclusion across their portfolio. From encouraging the most effective longlisting and interviewing techniques similar to their own, to the launch of bespoke and targeted programmes such as their 'Backing Diverse Leadership' initiative and 'Women in Leadership' networking events, they are focused on supporting portfolio businesses such as the BES Group, with gender diversity

## Summary

We were pleased to start 2023 by outlining our commitments to our Environmental, Social and Governance agenda. Diversity and inclusion features strongly throughout and we look forward to sharing more about our goals this year, including the progress we are making in working towards achieving these.

Internally, training, development and clear career progression continue to be a focus for the BES Group. We are confident that our people have the chance to progress their career with our company, moving into more senior or different roles, should they want to and meet the relevant skill set based criteria. We will assess the needs of our people on an individual basis to ensure they get the most out of their time with the BES Group as we continue to deliver the very best end to end risk management solutions for our customers.

Finally, as we continue to recruit, will promote the traditionally more male dominated roles across all genders. We take our responsibility, as an industry leader, of breaking down these male stereotypes seriously and look forward to seeing a difference across both the BES Group and the wider Testing, Inspection, Certification and Compliance sectors over the company years.

### A few words from John Campbell, our Group CEO.

“Our people are at the forefront of our success as a growing company. As we continue to welcome new businesses and recruit new people, ensuring our team is increasingly diverse and our business is inclusive is paramount and we will continue to focus on this with absolutely no compromise.

From our focus on career progression and ensuring our vacancies have no gender or other bias, we are committed to driving a business with an even greater focus on people. We are pleased that our gender gap report is trending in the right direction, and we intend to accelerate this pattern over the coming years.”



Proud member of the UN Global Compact Network UK



**Your safety, our focus.**

