

2022 GENDER PAY REPORT

Red Engineering Design Ltd

January 2023



PUBLIC



INTERNAL



RESTRICTED



CONFIDENTIAL



Who Are We

What we have to Report

Equal Pay -v- Gender Pay

Headline Gender Pay
Overview

Understanding our Gap

Taking Action on our
Gender Pay Gap

Declaration



Red Engineering Design Ltd (RED) are a global company of specialist building services and ICT engineers, RED has led the drive towards the zero-carbon goal for over a decade. This has been based on, an insistence, from the start, on providing step-change low carbon solutions which are also commercially viable.

Today, RED has reached a point on the path towards zero carbon, far beyond that envisaged when it was founded in 2004 - but the urgency of the final goal has become much greater.

RED provides technical expertise to deliver market leading building services and ICT infrastructure engineering solutions.

Our mission is to help global clients accelerate their sustainable transformation with outcomes such as zero carbon leading to a genuinely sustainable future.

The Legislation which came into force in 2017 required companies with more than 250 employees to publish data about their gender pay gap.

It requires that the following calculations must be evidenced:

- The media and mean gender pay gap
- The median and mean bonus gender pay gap
- The portion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band

Median and mean are both types of average. The median is the middle value if you place all the numbers you are looking at in order. The mean is the total of all the numbers, divided by how many numbers there are.

The quartile pay bands are calculated by putting everyone's salary in order from the highest paid to the lowest. That list is then cut into four equal parts and the percentage of men and women in each part is then shown.

Equal pay means that men and women in the same employment performing equal work must receive equal pay.

It has been unlawful since 1970 for employers in the UK to pay men and women differently for doing the same or a broadly similar job. However, when looking at the gender pay gap there are many other reasons why, on average, levels of pay differ among men and women. For example we are aware that in the STEM (science, technology, engineering and mathematics) industries, women only make up a fifth of the workforce.

Having reviewed our results, RED is comfortable that we do not have an equal pay issue, although we recognise that there is work for us to do to try and reduce the gender pay gap and male to female ratio.

RED does not have enough female workers across all levels and grade in the business which influences the reporting data.

The table and calculations are based on:

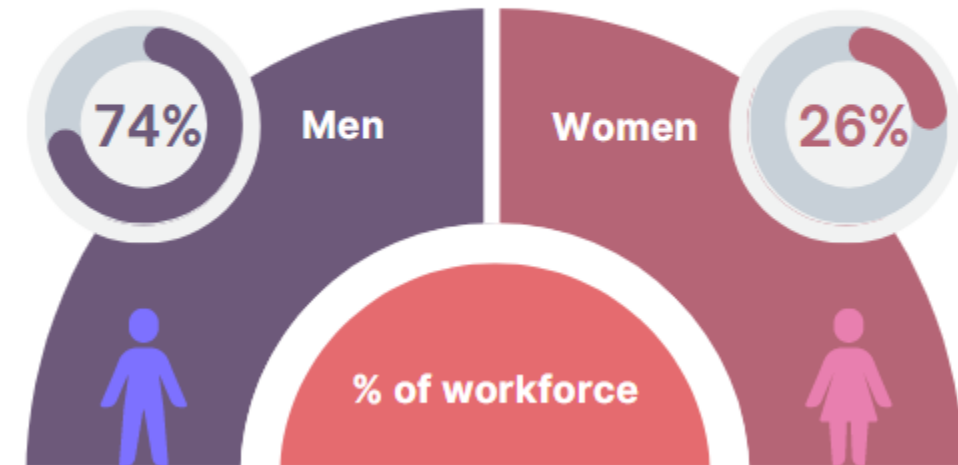
Relevant employees who were employed by RED on 5th April 2022.



The pay period used for the regular pay calculations is 1st to 30th April 2022.

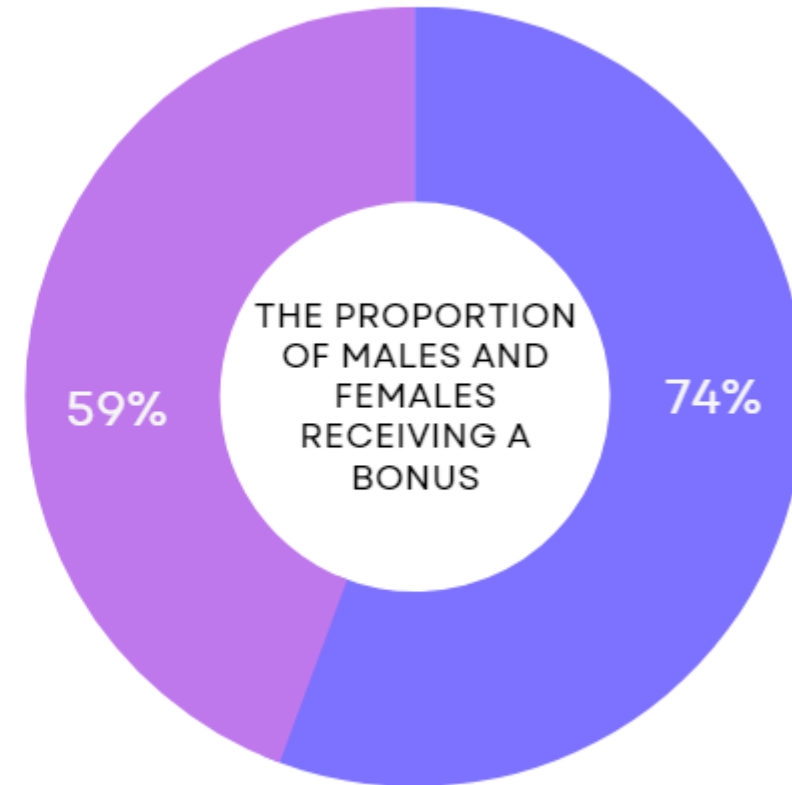
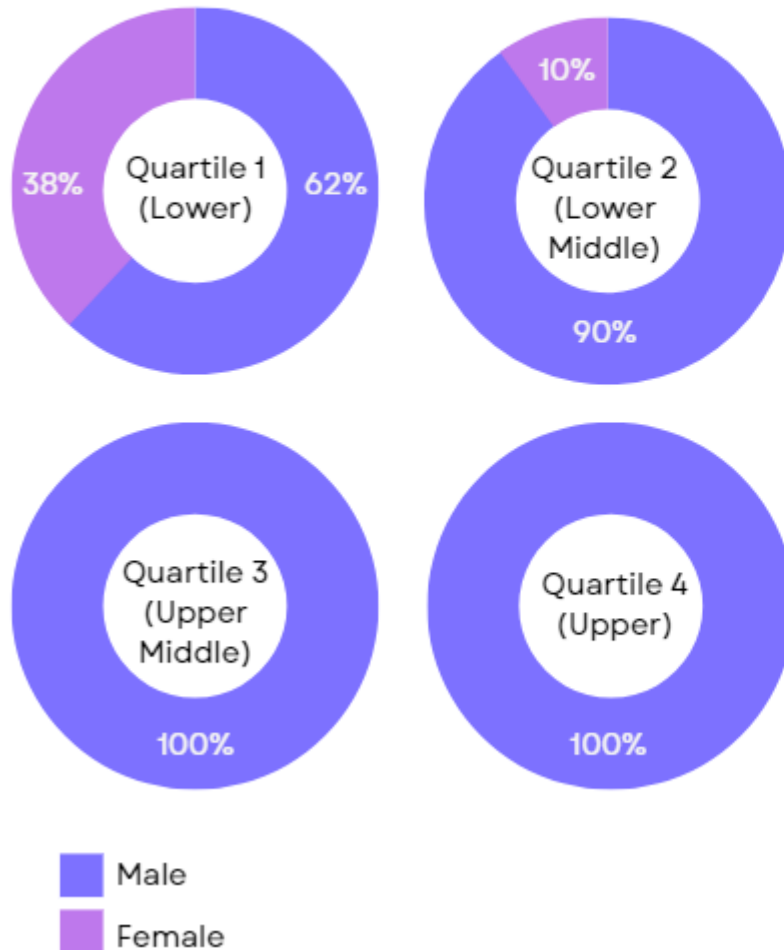
Ordinary pay includes basic pay plus all contractual allowances.

Bonus payments within the 12 month period that ends on 5th April 2022



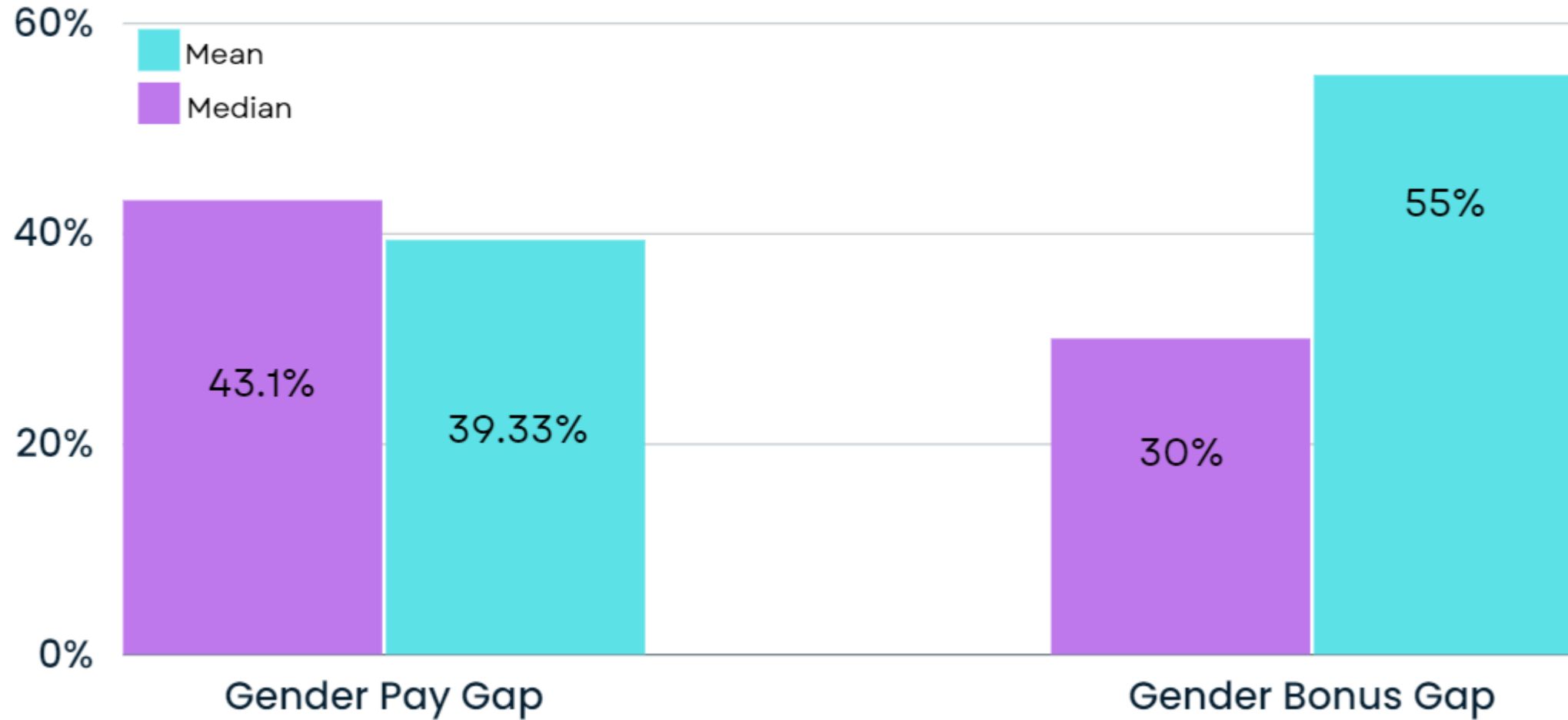
HEADLINE GENDER PAY OVERVIEW

PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTER



* NB Data snapshot was taken on 5th April after employees transferred under TUPE. These employees did not receive a bonus in RED.

Gender Pay and Gender Bonus Gap



The 2022 results are somewhat disappointing in terms of seeing a positive upward trend; but not unsurprising given the industry segment within which we sit and factoring in the re-emergence of business as usual trends post COVID Pandemic.

Looking firstly at employees who joined the company during the period 2022, pay trends based on equivalent job roles were consistent with industry benchmarks. The differences can be attributed largely as a result of senior positions occupied by male leaders, whose skillset and specialisms demand a high salary.

Further, the ratio of male to female staff was significant- only 26% were female and 74% were male. This is consistent with the shortage of female engineering talent in our industry segment. The business saw the transfer under TUPE of 46 employees with a largely male demographic. Female colleagues continue to dominate the lower paid support function quartiles.

Inspiring the next general of talent

Aligning our early careers and outreach programmes with our diversity and inclusion agenda. Raising awareness of the career opportunities available to diverse groups and inspiring the next general of talent to join the business.

Building close relationships with STEM students and implementing internal STEM Ambassadors, Supporting event such as International Day of Women and girls in science.

Running apprenticeships across all business areas.

Diversification

Diversification and gender balance alignment at Board level and senior roles.

Attracting Talent

Running work experience and employability programmes with improved education and recruiting training on inclusivity and gender bias topics to the hiring managers.

Implementing a Graduate Careers Programme.

Forging relationships with external partners to attract the next of female talent. Women in Construction and Engineering including intra group steering committees and return to work programmes with training specifically targeted at females.

TAKING ACTION ON OUR GENDER PAY GAP

Developing Talent

Internships to develop, mentor and sponsor candidates from minority groups to support their careers.

Working with wider group networks focussing on Women to deliver a range of events, promoting a culture of inclusion, empowerment and career development.

Inclusivity training programmes applicable to all employees to create an inclusive culture.

Developing a Great Place to Work

A roadmap outlining initiatives and training to drive a culture of inclusivity across all business areas.

Developing return to work programmes which provide agility and flexibility regardless of role.

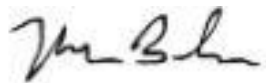
Collaborative working with external partner providers to raise awareness at conferences and events.

Implemented the EDGE Global Business Certification Standard for Gender Equality.

The data and information calculations contained in this report have been reviewed by the Company's Remuneration Committee.

Such committee has confirmed that the data aligns to the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ("Regulations").

The data published meets the requirements of the regulations.



Marty Sieh
Chief Executive Officer