April 2019

UK Gender Pay Report
Bureau Veritas UK
Foreword – Bureau Veritas UK demonstrate reduction in Gender Pay Gap

At Bureau Veritas, we have a long term commitment to gender balance both in the UK and globally, and ensuring greater gender diversity is one aspect of creating a more inclusive organisation. We believe that achieving a greater gender balance is not only the right thing to do, but it is good for employees and good for business. **We are delighted that this report demonstrates that the gender pay has reduced by approximately 4% from last year.** This is a strong indicator that the actions and focus we have in place are moving us in the right direction.

For employees at Bureau Veritas, our aim is that individuals can genuinely be themselves, and build a successful career in an environment which values and promotes a truly diverse and inclusive culture. For our business, a greater gender balance gives us an improved understanding of our customer base, a broad mix of prior experience and expertise encouraging diverse ideas and innovation, and an increased skill set. These ultimately lead to improved business performance.

In this report, we provide our gender pay gap information for Bureau Veritas UK Ltd, identify the causes of the gap, and outline initiatives for closing the gap. We are already working hard to bring greater gender balance to our workforce as part of inclusivity strategy, and whilst we have made progress, the report highlights that there is still more to do. We are committed to addressing the root causes of gender imbalance such as the underrepresentation of women in specialist technical roles, and by working to foster a culture of inclusion at every level.

This report covers the period from April 2017 to 04 April 2018 inclusive.

Katie White
Human Resources Director

Ken Smith
CEO & UK Country Chief
Gender Pay – the background

Under new legislation that came into force in April 2017, all UK employers with over 250 employees are required to publish their gender pay gap. We are clear our ambition is to create an inclusive environment for all, and transparency on the gender pay gap is an important indicator of our progress. Reporting by the BBC states that the gender pay gap has widened in favour of men at nearly half of the UK’s biggest employers over the past year. Across 45% of firms the discrepancy in pay increased in favour of men. (Source: BBC https://www.bbc.co.uk/news/business-47822291)

Equal Pay
The gender pay gap shows the difference in average pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same of similar jobs or work of equal value. Bureau Veritas is committed to providing equal pay for equal work, and our standard approach to job grading using the Hay job evaluation methodology underpins how we objectively reward employees irrespective of individual characteristics.
Bureau Veritas UK Ltd

Bureau Veritas is a global leader in Testing, Inspection and Certification (TIC) services, recognised worldwide for excellence and innovation. We serve more than 400,000 companies worldwide across 140 countries, delivering a wide range of solutions that go beyond compliance.

We help make the world a safer place by working with organisations to reduce their risks and build a responsible, safe and sustainable business.

In the UK, Bureau Veritas employs 955 people across a wide range of roles. These include sales, engineering, consultancy, technical, administration and business support.
Our Findings

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<thead>
<tr>
<th></th>
<th>Median</th>
<th>Mean</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Pay Gap</td>
<td>23.5%</td>
<td>16.8%</td>
<td>Basic Salary Only</td>
</tr>
<tr>
<td>Gender Bonus Gap</td>
<td>23.4%</td>
<td>16.8%</td>
<td>Total Remuneration</td>
</tr>
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Proportion of Males & Females receiving a bonus payment

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Female</th>
<th>Male</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper</td>
<td>15%</td>
<td>85%</td>
<td>£46,501+</td>
</tr>
<tr>
<td>Upper Middle</td>
<td>13%</td>
<td>87%</td>
<td>£35,701-£46,500</td>
</tr>
<tr>
<td>Lower Middle</td>
<td>6%</td>
<td>94%</td>
<td>£30,097-£35,700</td>
</tr>
<tr>
<td>Lower</td>
<td>49%</td>
<td>51%</td>
<td>&lt;£30,096</td>
</tr>
</tbody>
</table>

I. The data relates to Bureau Veritas UK Ltd
II. Overall gap influenced by technical specialist subcontractors
III. Upper earnings dominated by males and fewer females in senior positions however position has improved from 2017 report (Median Pay Gap was 28.1% and Mean Pay Gap was 20.3%)
IV. Lower quartiles indicates that pay is not the issue but female representation in higher level roles however there has been an increase to upper middle quartile for females from 2017 (was 11% previously)
Understanding the Gender Pay Gap

Bureau Veritas has worked hard to promote inclusivity and gender balance across our organisation. Our inclusivity strategy has given us a strong foundation on which to build, and females now represent 46% of the UK Leadership Team and 33% of the UK Board.

Although we are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for females and males. This gap is due to the unequal distribution of males and females across the company and not because of our reward policies and practices.

The Testing, Inspection and Certification Industry has traditionally been dominated by males, and this is reflected in our UK organisational data used for gender pay reporting where 21% of our employees are female and 79% are male.

There are two main reasons for our gender pay and bonus gaps:

1. Occupational segregation - as a technical business, our experience is that males and females are over-represented in specific roles. For example, our highly specialist technical and engineering roles are dominated by males and these positions often attract high levels of remuneration due to scarcity of skills or highly competitive markets. Administration and support roles within the business are dominated by females and tend to lower paid.

2. We have more males than females in senior positions
More about our ambitions and plans

In 2016, Ken Smith, UK Country Chief for Bureau Veritas pledged an Executive Commitment to Diversity and Inclusion, signaling a strong commitment and focus on creating a genuinely balanced organisation, where everyone can develop, succeed and be themselves. Our Gender Diversity Plan has six strands and is helping to drive Bureau Veritas to be a truly inclusive place to work.

**RECRUITMENT**
- Gender neutral recruitment practices (Job adverts, gender blind applications & balanced shortlists)
- Unconscious Bias training for hiring managers
- Gender career stories publicised externally
- Flexible job design from appointment

**CULTURE**
- ‘How We Work’ Behaviours embedded
- Inclusion focus in Employee Surveys
- Flexibility of working where possible
- Sharing Inspirational Stories – role models and business value of diversity

**TALENT**
- Gender balance in talent pools
- Active Career Management
- Targeted Development Planning

**VISIBLE LEADERSHIP**
- Role Modelling flexible working practices
- Strong gender balance in UK Leadership
- Expanding females in senior technical roles
- Executive Commitment to Inclusion Agenda
- Increased external engagement to support Inclusion strategy

**WOMEN OF THE FUTURE**
- Encouraging girls into STEM
- Gender balance in succession plans
- Supporting women’s development initiatives
  -- Celebrating International Women’s Day and Women In Engineering events

**TARGETS & ANALYSIS**
- Gender balance in management roles
- Gender balance in Talent Population
- Gender balance in recruitment shortlists
- Gender pay gap reporting & analysis
- Pay increase & bonus gender analysis
Declaration

We confirm the gender pay gap data contained in this report for Bureau Veritas UK Ltd is accurate and that data reported is accurate as of the snapshot date 5 April 2018. It covers the period from April 2017 to 05 April 2018 inclusive. It has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS) and the UK Government Guidelines.

Ken Smith, UK Country Chief: “I am really pleased with the progress to reduce the gender pay gap in Bureau Veritas UK. We will continue to work hard to bring greater gender balance to our workforce. We are committed to addressing the root causes of gender imbalance such as the under-representation of women in specialist technical roles, and by working to foster a culture of inclusion at every level.”

Katie White
Human Resources Director

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Managing Director & UK Country Chief