

GENDER PAY GAP REPORT 2021



QUEST GLOBAL ENGINEERING LTD UK

Summary

QuEST Global Engineering Services UK is pleased to publish its gender pay gap results for the first time this year.

We operate in the Engineering Services sector and our results show that for the most part our results favour our male dominated workforce.

However, we are a progressive global company which prides itself in evolving and meeting the greatest of challenges head on. We recognise the benefits of diversity and inclusion for our workforce and for our customers and with this in mind, we are committed to taking steps that we hope will shape and engage the workforce of the future.

Introduction

This report contains Quest Global Engineering Ltd UK's statutory disclosure of the gender pay gap. The data highlights the differences in the average earnings of men and women, regardless of their role or seniority.

All companies in the UK with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017. The regulations require employers to publish details of the gender pay gap for their organisation as it is on the 'snapshot' date. The snapshot date each year for the private sector is the 5th April.

The 5th April 2020 was the first snap shot date where QuEST Global Engineering Ltd UK was required to publish information under this legislation and therefore these are our first published results.

OUR RESULTS



Overall, Quest Global Engineering UK had a gender split at the snap shot date of 22% female and 78% male employees.

1 - Mean Gender Pay Gap in Hourly Pay (% difference between mean pay of all men versus mean pay of all women)

Our analysis shows that the mean pay of men is **23.5%** higher than the mean pay of women.

2 - Median Gender Pay Gap in Hourly Pay (% difference between median pay of all men versus median pay of all women)

The median pay of men is **34.1%** higher than the median pay of women.

3 - Mean Bonus Gender Pay Gap

The overall mean gender bonus gap was **87.3%**.

4 - Median Bonus Gender Pay Gap

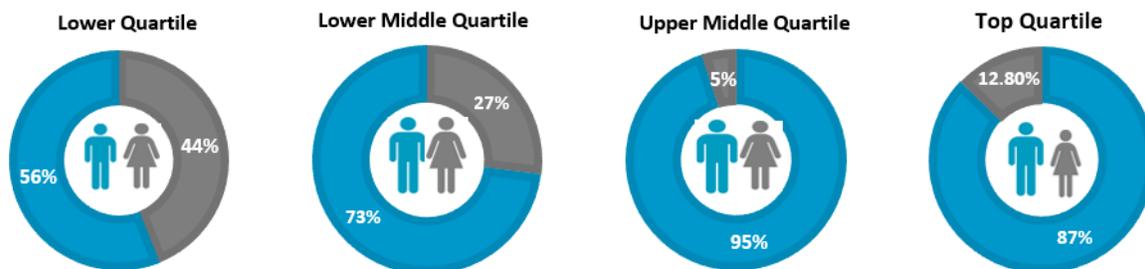
The overall median gender bonus gap was **25%**.

5 - Proportion of Men and Women Receiving a Bonus Payment

The chart below shows the proportion of employees receiving a bonus pay – 31.2% male and 46.1% female.



6 - Proportion of Men and Women in each Pay Quartile



Our analysis shows that the lower quartile has the highest proportion of women with the upper quartile having a slightly higher proportion of women than the upper middle quartile.

Diversity is a challenge for the Engineering sector as a whole. A large proportion of our workforce are in professional level mechanical and electronics engineering roles where the recruitment of women is particularly challenging. Unfortunately this also reduces the opportunity for us to recruit apprentice or graduate level roles, which can build a pipeline of talent for the future.

However, by implementing focused retention, promotion and development plans we have the opportunity to improve our gender pay results in future years. Our action plans below show some of the ways in which we are planning to do this.

Plans for Improving Diversity and Inclusion Globally

QuEST is a diverse company of over 50 Delivery Centres in 15 countries. We recognise the benefits of a culture which embraces diversity and makes our workforce feel cared for and included. QuEST has a five yearly strategic planning process. In our strategic and business plans for 2025, a key item is strengthening our culture of diversity and inclusion with particular focus on gender equality, women in engineering and women in leadership. As part of our diversity framework we have an aim to have 1 in 3 leaders to be women by 2025 and increase our overall percentage of women from 24% to 35% globally. We are also introducing a new global leadership position for Culture and Inclusion to champion initiatives and achieve these targets.

We have rolled out several global initiatives, an example of such is our International Women's Day promotion. This year's theme for IWD was 'Choose to Challenge' where we asked all of our employees to openly share their challenge to address gender inequality in the work place. We had an overwhelmingly high rate of participation and the day culminated with our COO (Dr. Ajay Prabhu talking to one of our recently joined Board Members (Dr Claudia Sussmuth) on the subject of Women in Leadership and what has changed in the past 20 years. This event was widely publicised and again our participation rates were extremely high.

Actions for the UK

In the UK we have decided to focus on a small number of key actions which will be implemented over the next year with the aim of increasing the

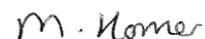
proportion of women in the higher quartiles and reducing gender and bonus pay gaps as well as increasing engagement levels in our current workforce.

- Set up a Diversity & Inclusion committee, led by our Managing Director who will act as the UK Diversity and Inclusion Champion.
- Roll out training for managers in structured interview techniques.
- Connect with 100% of women during the year to get feedback and provide support mechanisms.

I confirm that the data in this report is published in line with the requirements of the Gender Pay Gap reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.



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