

GENDER PAY GAP REPORT 2022



QUEST GLOBAL ENGINEERING LTD UK

Summary

QuEST Global Engineering Services UK is pleased to publish its gender pay gap results for the second 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 pleased to see a slight improvement in our pay gap results from last year.

We are a progressive global company which recognises the benefit of diversity and inclusion for our workforce and for our customers and we have taken steps over the last 12 months to show our commitment to this vision.

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.

Although QuEST Global Engineering Ltd's headcount has dropped back below the threshold of 250 employees, we have chosen to publish our results for the 5th April 2021 snap shot date.

OUR RESULTS



Overall, Quest Global Engineering UK had a gender split at the snap shot date of **16%** female and **84%** 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 **21.05%** higher than the mean pay of women. This is a slight improvement from last year's result.

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 **23.09%** higher than the median pay of women. This is an improvement from last year's result of over 10%.

3 - Mean Bonus Gender Pay Gap

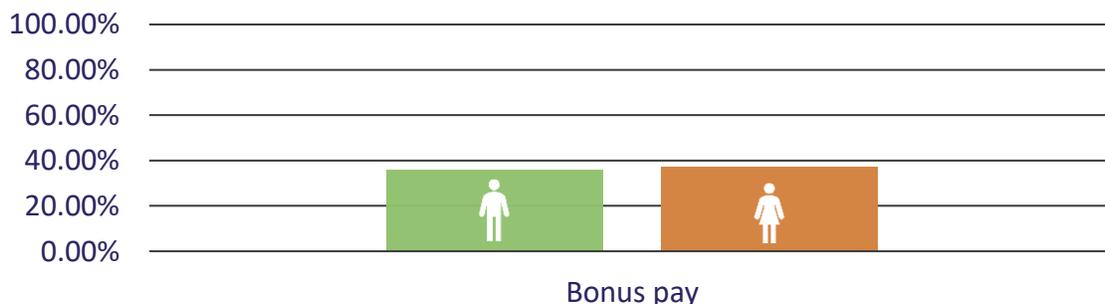
The overall mean gender bonus gap was **69.26%**.

4 - Median Bonus Gender Pay Gap

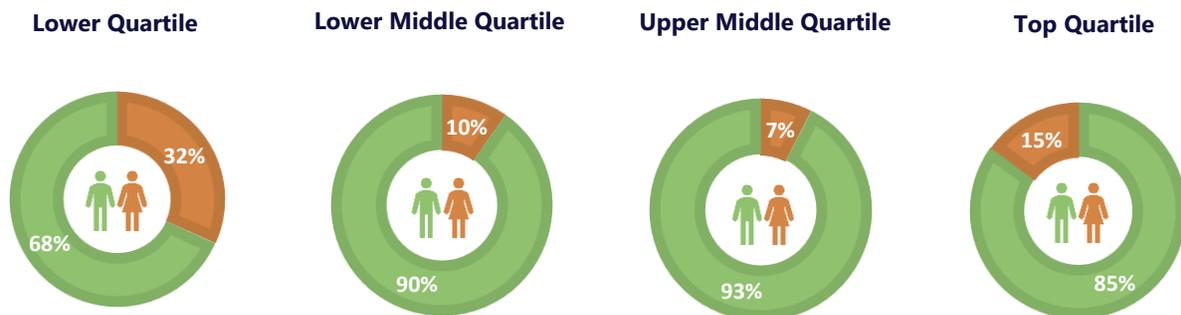
The overall median gender bonus gap was **-16.83%**

5 - Proportion of Men and Women Receiving a Bonus Payment

The chart below shows the proportion of employees receiving a bonus pay – **35.92% male and 37.04% 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 lower middle and 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. In the last year we have also introduced a new global leadership position for Culture and Inclusion to champion initiatives and achieve these targets. We have also included measures in our Employee Satisfaction Survey around Diversity and Inclusion for the first time this year.

Actions for the UK

In the UK we have decided to again 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:

- The UK Diversity & Inclusion committee has been launched and is mentored by the Global Head for Culture & Inclusion.
- Training for managers in structured interview techniques is being rolled out.
- We aim to 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.



General Manager
QuEST Global Engineering Ltd



HR Manager UK
QuEST Global Engineering Ltd