

Ansaldo Nuclear Limited Gender Pay Gap Report 2018

Ansaldo Nuclear specialises in the design, manufacture, testing and commissioning of equipment for the nuclear decommissioning, defence and new build markets.

In accordance with the Equality Act 2010 (Gender Pay Gap Information), Ansaldo Nuclear is required to report on six calculations which show the difference between the average earnings of men and women in our organisation.

The analysis in this report is in relation to the gender pay gap which, as defined, differs notably from an equal pay gap which would refer to differences in pay for like work.

Ansaldo Nuclear is proud to be an equal opportunities employer with an equal opportunities policy embedded throughout all relevant policies, procedures, and practices.

Our results

The results of the calculations are as follows:

Ansaldo Nuclear employs 83% males and 17% females in total. *(2017: 82% Males and 18% Females)*

Gender pay gap

Mean	Median
17.8%	21.5%
<i>(2017: 29.3%)</i>	<i>(2017: 25.7%)</i>

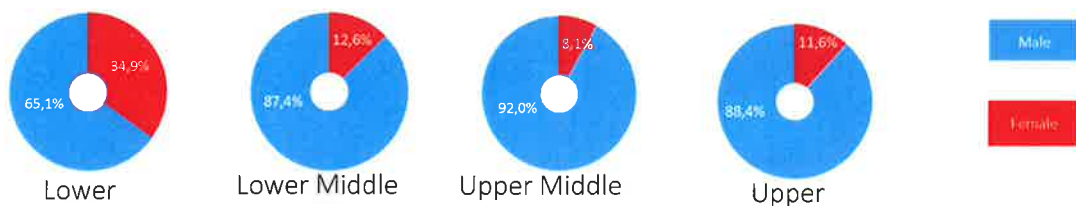
Gender bonus pay gap

Mean	Median
56.2%	27.6%
<i>(2017: 57.4%)</i>	<i>(2017: 25.7%)</i>

Proportion of females and males receiving a bonus

Female	Male
79.7%	73.1%
<i>(2017: 75.9%)</i>	<i>(2017: 89.5%)</i>

Quartiles



Understanding our gender pay gap

Our mean gender pay gap is 17.8%, which means that on average women in our organisation are paid 17.8% less than men. This is a decrease from the prior year mean which was 29.3%.

The engineering and manufacturing sectors historically employ a greater proportion males than females and Ansaldo Nuclear Limited's workforce is representative of this trend.

There is a relatively lower number of females at a senior management level (upper quartile) in contrast to the lower quartile (mainly clerical roles) where the number is much higher. In 2018, the senior level statistic had vastly improved due to the number of female promotions to senior level management.

Closing the gender pay gap

Ansaldo Nuclear runs comprehensive graduate and apprentice schemes aimed at encouraging people from diverse backgrounds into engineering and manufacturing. Both schemes offer an enhanced reward and recognition strategy aimed at retaining the best graduates and apprentices within our field and local environment.

We also support a range of STEM (Science, Technology, Engineering, and Maths) programmes by working with local schools to encourage females into engineering careers.

Ansaldo Nuclear has now reviewed and evaluated all positions in the organisation through a world-leading management consultancy group. The purpose of this initiative is to ensure a common and fair approach to the management of human resources across the group. This will allow, among many other benefits, a greater understanding of gender pay gap issues and provides an opportunity for the Company to close the gap.

I confirm that the data contained in this report is accurate.

Francesco Maestri
Managing Director

A handwritten signature in blue ink, appearing to read "Francesco Maestri".