

UK Gender Pay Gap Report 2018



For Urenco, diversity and inclusion (D&I) is a high priority as we want to create a workforce that reflects the society in which we operate.

We believe that promoting and supporting inclusiveness, and making the most of diversity, is good business. It also creates a safer workplace, better decision making, improved performance and, most importantly, is the right thing to do.

For Urenco’s employees, our networking groups, which include the Women’s Network and Working Parents’ Network, act as a support mechanism for all employees. These groups raise awareness of potential issues, improve the working environment and boost employee confidence.

Urenco is also working in partnership with external organisations in the UK to support the progression of our high potential female employees to leadership positions

though a number of programmes, including Urenco Nuclear Leadership Academy and Urenco Transition to Leadership.

Urenco believes that promoting D&I amongst our youngest stakeholders is equally important and we do this through our Richie education programme. Our resources are designed for students of all genders, covering Science, Technology, Engineering and Maths (STEM) subjects in a fun and creative way. They provide students with the opportunity to participate in group work, enhance their presentation and design skills, and support them in the development of a wider skill set.

Urenco has set enhanced goals for D&I, including recruitment, succession planning and training. For example, at least 80% of employees across the organisation will have completed D&I training by the end of 2020.

Results

UK legislation requires us to report our gender pay gap data for our UK legal entities employing more than 250 people. We have one such entity, Urenco UK, but have also chosen to show the same data for all UK based employees.

Urenco Group (UK) employees

665 employees,
25.0% of which are women.

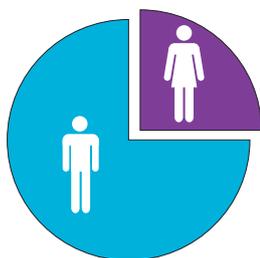


Table 1

Pay and bonus difference between women and men at 5 April 2017/2018

	2017		2018	
	Mean*	Median**	Mean	Median
Hourly Pay	24.1%	16.7%	23.8%	13.3%
Bonus	37.8%	6.9%	46.9%	31.1%

Table 1 presents the comparison between 2017 and 2018 results for both hourly pay and bonus pay gaps. In April 2017, the reporting requirements excluded salary sacrifice. If this had been included the gender pay gap would have been higher, as a large proportion of employees chose to make salary sacrifice payments. The corrected figures are: mean 25.9%, median 21.1%.

In 2018, our mean hourly pay gap decreased by 0.3% and our median hourly pay gap decreased by more than 3%. This positive change is due to an increase in the proportion of female employees in both upper middle and upper quartiles (Figure 2).

In 2018, there was an increase in the mean and median bonus pay gaps. This is due to payments related to a senior management Long Term Incentive Plan (LTIP), which was accrued over a four year period and vested in 2018. The employees involved were predominantly from the upper quartile of our organisation, which contains more men.

Figure 1

Proportion of employees receiving a bonus 12 months preceding 5 April 2017/2018

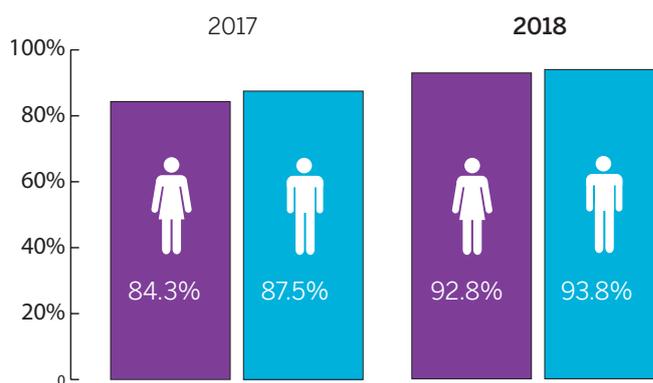


Figure 1 represents a comparison between the proportion of employees receiving bonuses in 2017 and 2018. 100% of our employees are entitled to a bonus, but depending on the end date of employees on a fixed term contract or the start date of new employees to the organisation, they may receive a bonus at a point outside the relevant 12 month reporting period. In 2018, there was an increase in both male and female employees receiving a bonus within the relevant reporting period (6.3% and 8.5% respectively).

* **Mean:** The total of the numbers divided by how many numbers there are. ** **Median:** The middle value of a set of numbers.

Figure 2

Pay quartiles- At 5 April 2017/2018

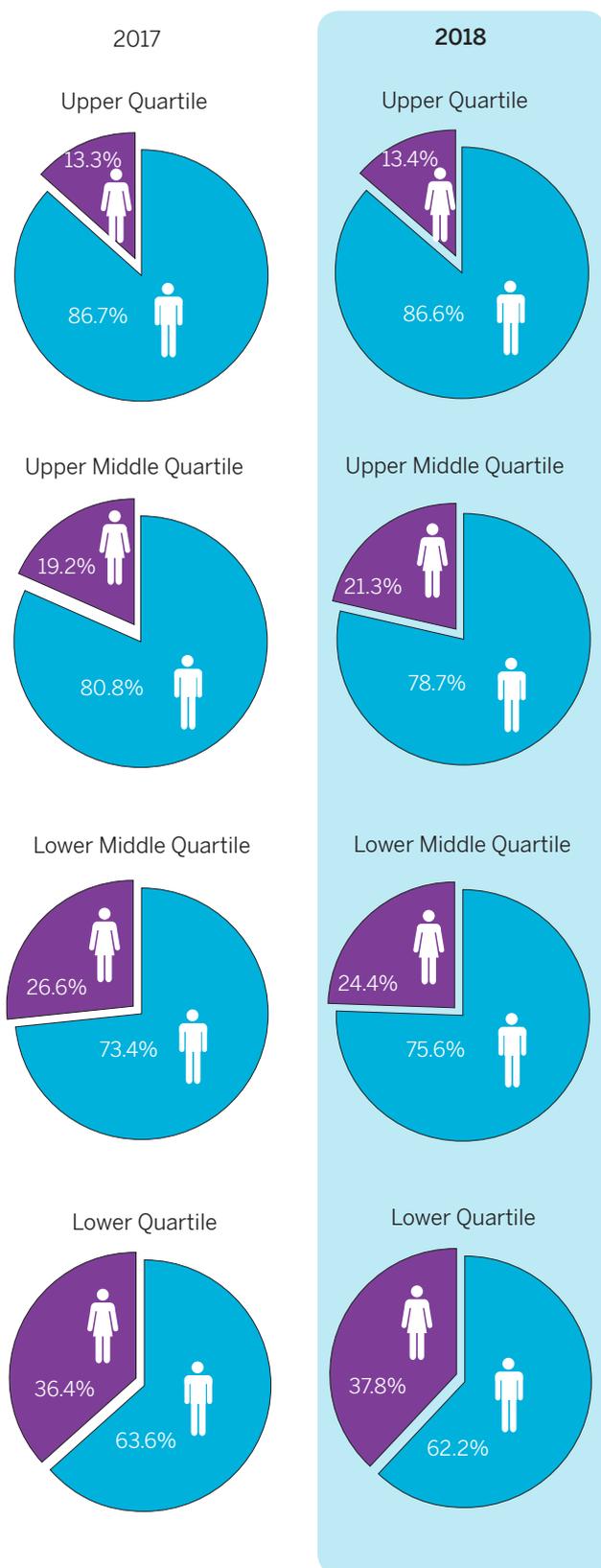


Figure 2 shows a comparison of gender distribution by hourly pay quartiles across our UK entities. 2018 results show an increase in the proportion of female employees in upper middle and upper pay quartiles.

The overall representation of women amongst our UK employees in 2018 increased to 25% from 24% in the previous year. As we continue to drive gender balanced recruitment and strengthen our talent pipeline of women joining our organisation at entry level, we expect to see an increase in the proportion of women in the lower quartiles. Although women are less represented in higher pay quartiles due to proportionally more men being in senior level roles, a positive change is shown in the 2018 results.

Urenco UK employees

357 employees,
23.3% of which
are women

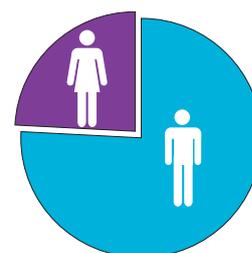


Table 2

Pay and bonus difference between women and men at 5 April 2017/2018

	2017		2018	
	Mean	Median	Mean	Median
Hourly Pay	11.1%	14.4%	14.4%	13.6%
Bonus	4.9%	0.0%	4.3%	1.4%

Table 2 presents the comparison between 2017 and 2018 results for both hourly pay and bonus pay gaps. In April 2017, the reporting requirements excluded salary sacrifice. If this had been included the gender pay gap would have been higher, as a large proportion of employees chose to make salary sacrifice payments. The corrected figures are: mean 16.2%, median 18.1%.

In 2018, our mean pay gap increased by 3.3%; however, our median pay gap decreased by nearly 1%. This change occurred due to decrease in proportion of female employees in upper quartile and an increase in proportion of female employees in upper middle and lower middle quartiles (Figure 4).

In contrast to Urenco Group (UK) results, there has been a decrease of 0.6% in the mean bonus pay gap. In 2017, there was a zero median bonus pay gap due to a large number of Urenco UK employees receiving an identical bonus figure. In 2018, this gap has moved by just over 1% due to an employee start date falling outside the relevant reporting period.

Figure 3

Proportion of employees receiving a bonus 12 months preceding 5 April 2017/2018



100% of employees are entitled to receive a bonus. The overall proportion of male and female employees shown as receiving a bonus has increased by more than 10% and 13% respectively (Figure 3). This apparent increase is due to a high number of employees included in the 2017 report who did not receive a bonus in 2016 due to their start date.

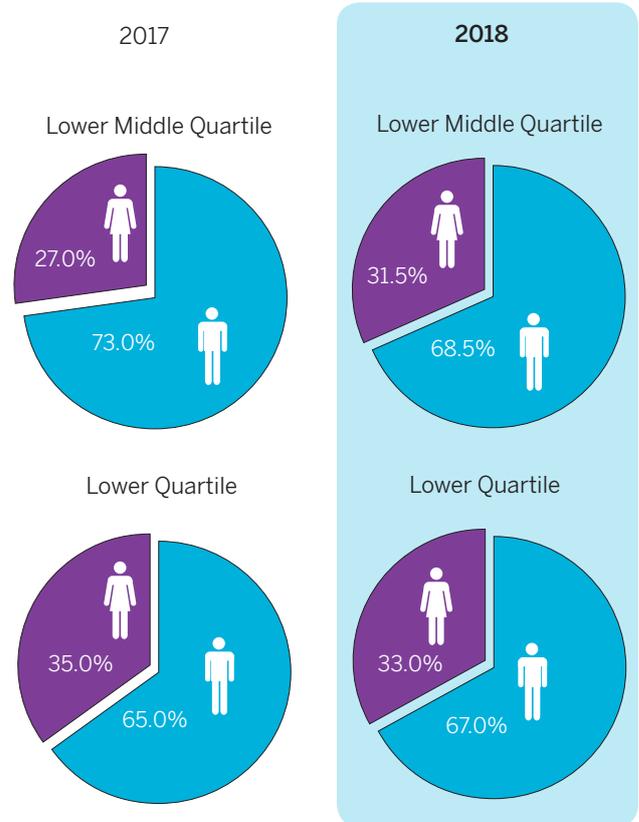


Figure 4

Pay quartiles- At 5 April 2017/2018

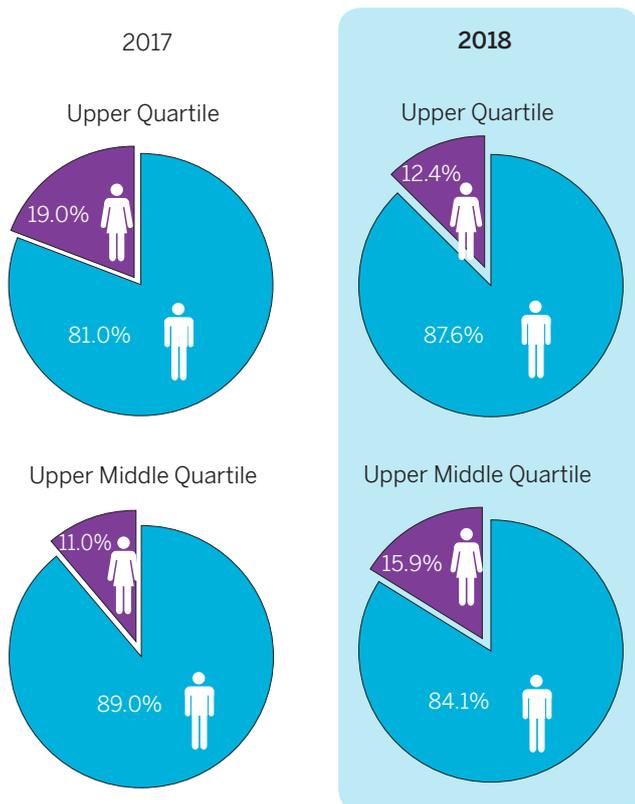


Figure 4 shows a comparison of gender distribution by hourly pay quartiles for Urenco UK employees. There has been a slight decrease in female representation in the upper quartile compared to 2017, however, female representation has increased in the middle quartiles due to internal promotional movements and external recruitment.

I confirm the data reported is accurate and in line with mandatory requirements.



Dr Thomas Haerberle
Chief Executive Officer