



Gender Pay Gap Report

2018

expertise at work



Gender Pay Gap Report



We directly employ 69 people working within our recruitment branches as full time employees, and are very proud of the gender equality that is already being achieved within our business.

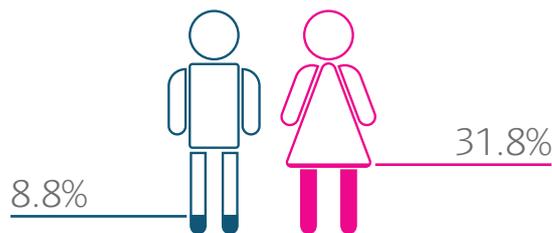
In addition we also employ over 600 PAYE weekly contractors and these individuals work across multiple technical and engineering contracts and sectors in a variety of different working arrangements.

The government's gender pay gap reporting provides NRL with an opportunity to assess how balanced we are overall as a business. From April 2017 all companies with more than 250 employees must report on their gender equality, and whilst NRL Limited's branch teams are relatively small, we must include temporary and contract PAYE workers which we engage for our clients, taking us over the reporting threshold.

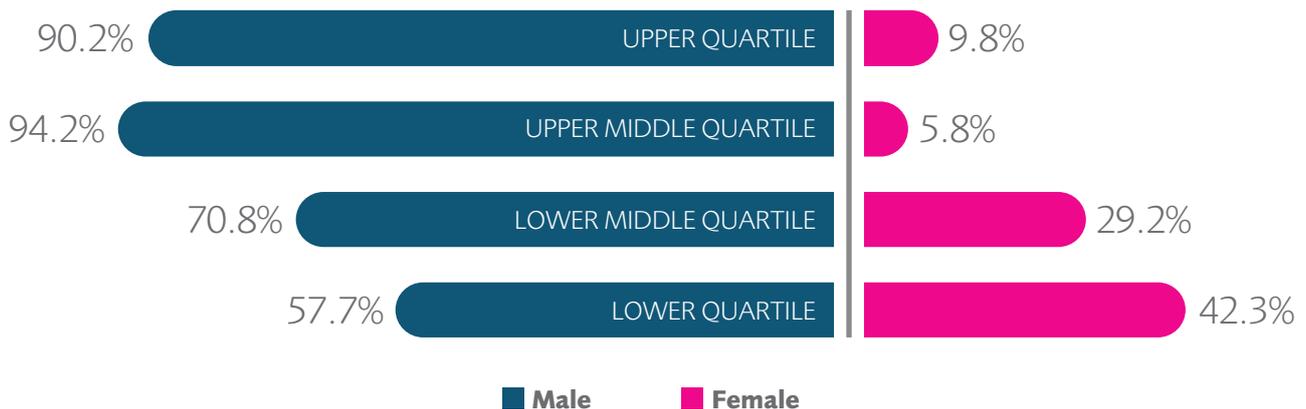
Our gender pay gap as a business



Proportion of male and female employees who received a bonus



Proportion of male and female employees in each quartile



NRL is proud to operate within the technical and engineering sectors that provide the backbone to our country's infrastructure and development. Working within these key industry sectors however provides a certain number of challenges in delivering gender equality.

Across the media we have all seen reports of skills shortages for engineering roles in operations such as nuclear new build, with the key issues identified as a lack of experience to work at senior levels and a traditionally male orientated environment that did not always open doors to female workers.

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We are committed to encouraging people from all walks of life to take up careers in our technical industries; however these legacy issues provide a challenge for everyone operating within these markets. To ensure we deliver our recruitment services with complete integrity, this drive for equality is also evident across our branches - providing the same opportunities for women and men to progress within our business.

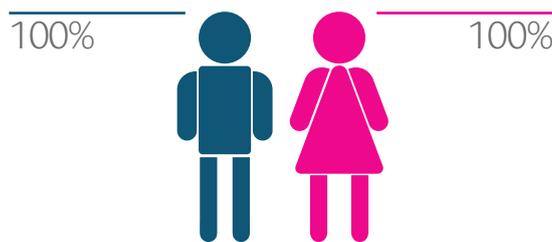
Therefore to fully evaluate our gender pay figures, we must assess any difference both within our own workforce, and the temporary workers we provide to our clients.

Examining our branch colleagues

Looking at our branch colleagues, those directly employed by NRL to support our recruitment services, we can see our business strategy and culture is already delivering a strong balance of equality and opportunities for each and every employee regardless of gender.

NRL LIMITED	Hourly Pay	Mean: 34.6%	Bonus Pay	Mean: 41.3%
		Median: 32.1%		Median: 72.7%

Proportion of male and female employees who received a bonus



Proportion of male and female employees in each quartile



Ben Humpage, Chief Financial Officer:

"I'm pleased to see that our 2018 figures reinforce NRL's equality, which includes equal pay based on experience not gender. As a family-owned business built on strong values, we operate with the utmost integrity and openness; which includes providing opportunities to everyone irrespective of gender, age or ethnicity. These business values and continued commitment to our people we call nurturing success."

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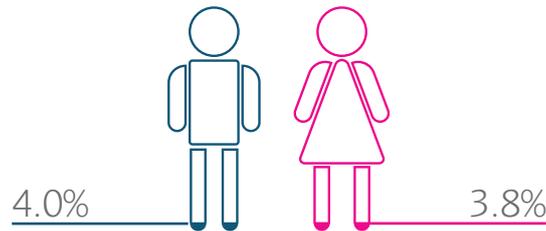


Analysing our contractor community

By similar comparison we can evaluate the PAYE contractor workforce we supply to our clients and see how we compare with industry averages.

OUR CONTRACTORS	🕒 Hourly Pay	Mean: 9.6%	⊕ Bonus Pay	Mean: 50.8%
		Median: 25.6%		Median: 5.7%

Proportion of male and female employees who received a bonus



Proportion of male and female employees in each quartile



How do we compare within the industry?



Split of workforce

¹ <https://www.ecitb.org.uk/About-Us/Media-Centre/News/engineering-today-the-supply-and-demand-for-engineers-in-the-uk>
² <https://www.constructionnews.co.uk/analysis/cn-briefing/women-in-construction-what-do-the-numbers-say/10029022.article?>

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David Redmayne, Chief Operating Officer:

"Our recruitment operations continued to deliver equality across the 12 month gender pay reporting period. Our candidate screening processes provide a fair and equal approach to recruiting temporary workers for our clients, because as a business we understand the overwhelming benefits of a balanced workforce.

Whilst driving a larger proportion of women into technical and engineering roles faces some challenges such as a smaller number of women applying for these roles, I'm pleased to see a marginal 7% increase in our female contractor community compared with last year. We're committed to continuously challenging diversity within our contract workforce."

Our commitment to achieve a healthy balance

We're pleased to see that initiatives in place to challenge gender equality in our workforce are delivering results, and we continue to see these as essential responsibilities for our business.

With this in mind, our 2018 commitment is to build on and develop these core activities to continuously improve our operations.

Within our recruitment branches

- Continuing to deliver behaviours and processes that reflect our business values of integrity and accountability.
- Ensure our learning and development programme continues to support anyone in our business with the opportunity to develop and progress.

Within our contractor community

- Strengthening our engagement with key industry initiatives that drive diversity within the industrial sectors we operate.
- Incorporating the gender equality message into our recruitment campaigns to help entice more women into technical roles.