



# BRIDGING THE GAP

UK Gender Pay Gap Report 2023



## Introduction

**With a blend of acknowledgement and determination, we publish our 2023 median gender pay gap across our UK entities of 26.2%, a figure that underscores the pressing need for continued efforts in creating a truly equitable workplace.**

The reality is clear: we are a long way from where we aspire to be. Despite strides made in various parts of our operations, inherent discrepancies persist, particularly in the representation of women in senior roles. We confront this challenge head-on, recognising that actual progress hinges on dismantling and removing barriers and amplifying opportunities for all.

We remain steadfast in our commitment to reducing the gender pay gap and unwavering in our resolve to cultivate an environment where talent thrives, regardless of gender.

Through targeted initiatives, inclusive policies, and proactive measures, we endeavour to reshape the narrative, fostering a culture where colleagues have the opportunity to thrive and excel.

As Chief Executive Officer and Chief People & Culture Officer, we stand united in our dedication to fostering a people-first workplace that champions equality, embraces diversity, and drives innovation through inclusion.



A handwritten signature in black ink, appearing to read 'R. Kledal'.

**Robert Kledal**  
Chief Executive Officer



A handwritten signature in black ink, appearing to read 'T. Greenhalgh'.

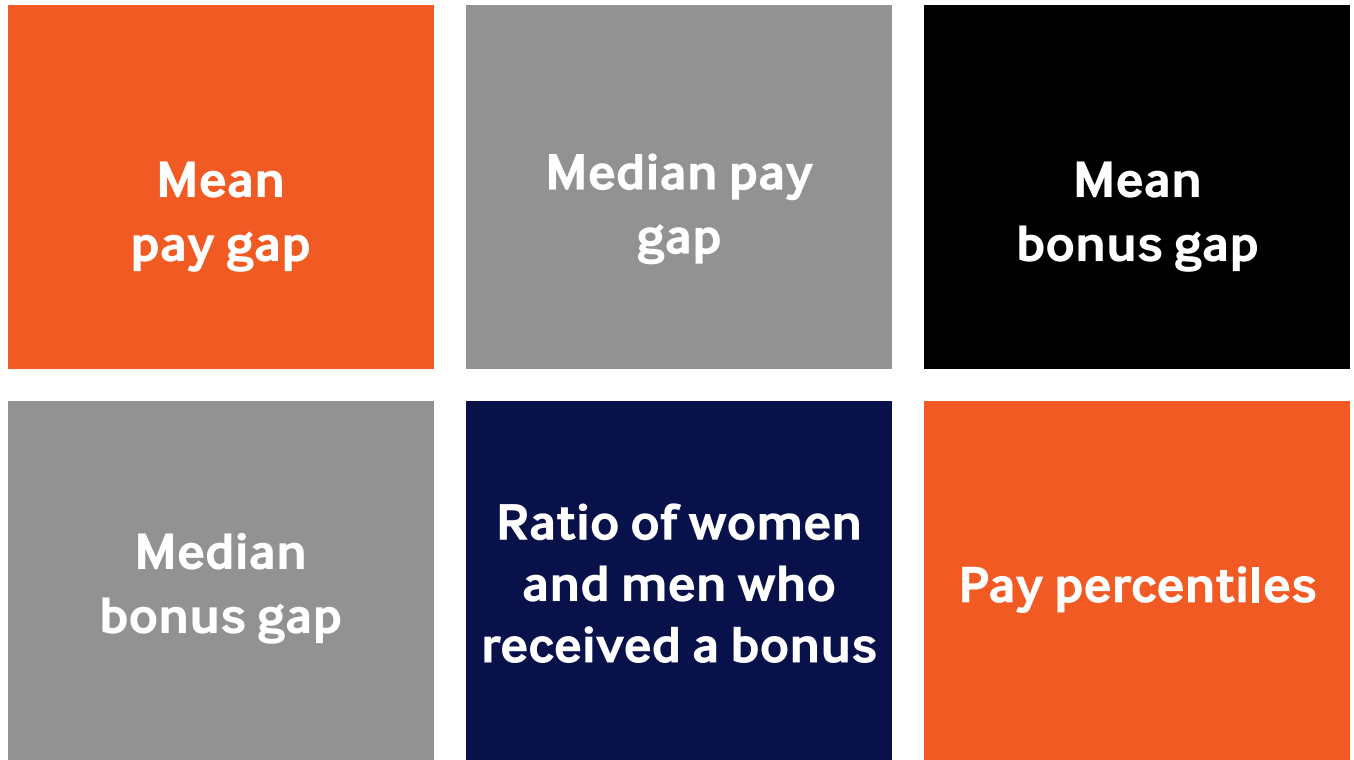
**Tracie Greenhalgh**  
Chief People and Culture Officer

**Our median gender pay gap 26.2%**



## The Gender Pay Gap at Survitec

We are required, by UK Law, to report on the gender pay gap where there are 250 or more colleagues. We are also required to report six measures of the gender pay gap:



The median is the middle point of a range of numbers and the mean is the average of a range of numbers.

We focus on the median value as it is generally considered the best representation of the middle point of data. The mean is sensitive to outliers, and this can skew the data year on year, whilst the median value mitigates outliers, making it a more robust measure.

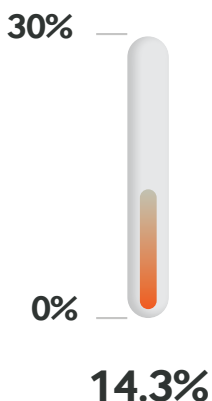
During the 12-month reference period, there were a number of changes to the reporting entities, which changed the reporting requirements as defined by gender pay gap regulations. This report includes all colleagues employed by Survitec as of April 2023, including those in England, Scotland, Northern Ireland and Wales. This has had an impact on the populations included compared to previous years. These changes make comparison to last year less meaningful.

The median gender pay gap, as per the regulatory requirements for those employed under all UK Survitec entities as of April 2023, is 26.2%.

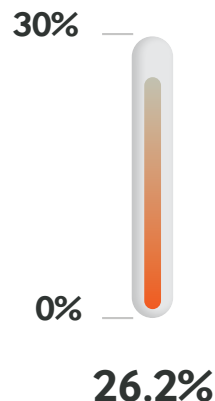
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## National vs Survitec Gender Pay Gap Results

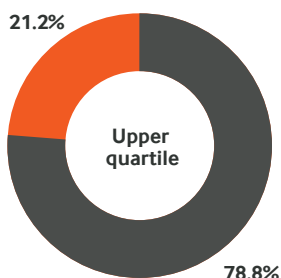
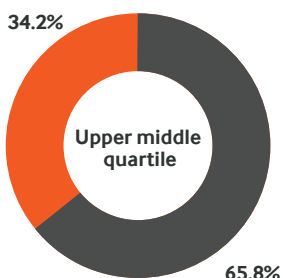
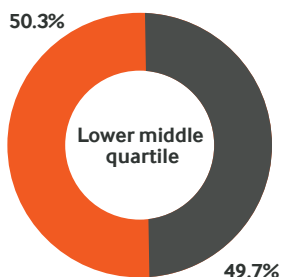
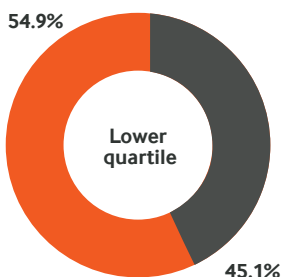
### Office of National Statistics



### Survitec Group



## Proportion of females and males in each pay quartile



### Pay Quartiles

Pay Quartiles show the proportion of team members in each quartile that are female and male.

Reporting for 2023 is based on a **5th April 2023** snapshot date.

Females make up 40% of total team members in the gender pay gap report. There are fewer females in the Upper Quartile, of the 25% highest paid employees, 21.2% of them are females.

### Gender pay gap headcount based on



Female - 310 (40%)

Male - 462 (60%)

The pay gap exists as there are not as many females in higher paid roles at the top of the organisation.

Team members who are considered relevant colleagues on the snapshot date of 5th April 2023 are included in the Bonus Gap figures. This data point covers 866 colleagues of which 98 received bonus, which includes commission and performance-related incentives, 29 of those were females.

**Pay Gap**

**Median pay Gap**

**Mean pay Gap**

**26.2%**

**28.6%**

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**Bonus Gap**

**Median bonus Gap**

**Mean bonus Gap**

**54.6%**

**66.9%**

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**% receiving Bonus pay**

**Female**

**Male**

**8.4%**

**13.3%**

\* We are required to calculate the bonus gap by using the actual amount of bonus pay received by team members which means that this doesn't consider where bonus payments have been pro-rated for team members working part-time hours.



## How will we Bridge the Gap?

### Actions and Priorities

We are creating an employer value proposition and brand that is attractive to all genders. But we will have a clear focus on the percentage of women represented in senior roles and ensure that positive action is addressed within our hiring practice to increase the level of positive outcomes for women and other underrepresented groups.



We will review our family friendly policies ensuring they are inclusive for all genders, focussing on maternity, shared parental leave and flexible working, to ensure that our current benefits are in line with the market. We will improve support for women returning from maternity leave and parental leave returners to ensure that they are fully supported to increase their opportunities of career progression.

**By reviewing our current job families, grading and salary benchmarking we will ensure that we have robust, transparent salary ranges in place with clear career progression. Aligned to this will be a review of benefits eligibility including bonus.**



Committed to reviewing benefits eligibility and consistency



Committed to reviewing our current policy on bonus eligibility

## Terminology used in this report

### Mean pay gap

If we add together all the hourly rates of our men, calculate the average and then do the same for our women, the mean pay gap (as a percentage) is the difference in pay between the average men and women hourly rate.

### Median pay gap

The median is the middle value of all hourly rates when ranked. If all our men stood in a line in order of lowest hourly rate earner to the highest and all our women did the same, the median pay gap (as a percentage) is the difference in pay between the middle colleague of all men and the middle colleague of all women. We look at the median as it's less affected by numbers at the top end of the pay range, for example the earnings of a small number of senior executives.

### Bonus pay gap

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues. We also report the number of our men and women receiving a bonus (as a percentage of the total of our men and women).

### Gender pay gap

The difference in hourly pay between the total population of men in the workforce and the total population of women in the workforce. It's calculated as the difference between average (mean or median) hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings. This is different to equal pay which is men and women earning the same pay for the same role.



## About us

We are pioneers of Survival Technology. Our wearable survival equipment, fire solutions and survival craft technology keep people safe when their life depends on it. We have over 3,000 people that work with our partners in 96 countries to provide trustworthy solutions that reduce risk and help protect lives.

We are the world's largest manufacturer and supplier of liferafts, Marine Evacuation Systems (MES) and offshore rental PPE. We remain a leading supplier of fire solutions to the maritime industry and hold a market-leading position for Pilot Flight Equipment in the aerospace & defence market.

### Our Vision

To be the world's most trusted company for critical safety and survival solutions

### Our Purpose

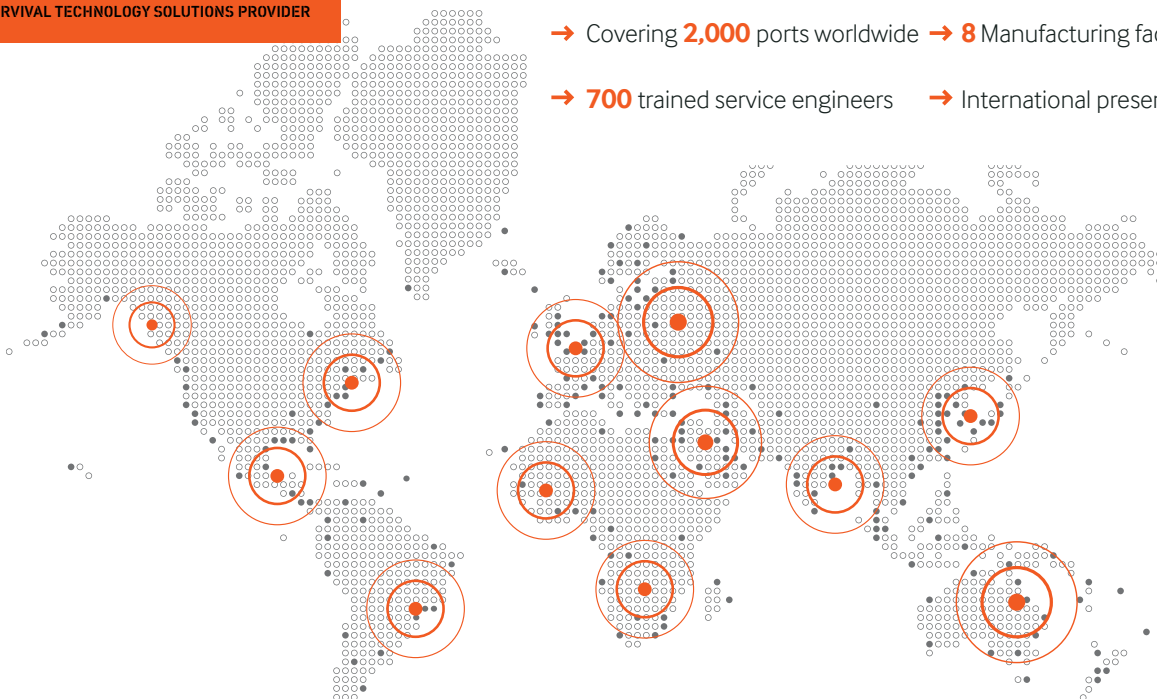
We Exist to Protect Lives

### Our Values

Our values of safety, customers, people, excellence, innovate and integrity form the framework for achieving our vision

**WORLD'S LARGEST**  
SURVIVAL TECHNOLOGY SOLUTIONS PROVIDER

- 410 accredited service stations → More than 3,000 colleagues
- Covering 2,000 ports worldwide → 8 Manufacturing facilities
- 700 trained service engineers → International presence in 96 countries







## GET IN TOUCH

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