Gender Pay Reporting Statement 2022
(based on data ending 5 April 2022)
Our statement

Risktec Solutions Limited are an employer required by law to carry out Gender Pay Reporting under the United Kingdom Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay reporting involves completing six reporting requirements that show the difference between the average earnings of male and female employees in our organisation; it does not involve publishing individual employees’ data.

These results are used to assess the level of gender equality in our workplace and the average earnings between all male and all female employees within the organisation.

Snapshot data as at 5 April 2022:

On the snapshot date, the gender split was 66% male and 34% female employees.

<table>
<thead>
<tr>
<th>Metrics</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean Gender pay gap</td>
<td>30.6%</td>
</tr>
<tr>
<td>Median Gender pay gap</td>
<td>40%</td>
</tr>
<tr>
<td>Mean Gender bonus gap</td>
<td>33.9%</td>
</tr>
<tr>
<td>Median Gender bonus gap</td>
<td>50%</td>
</tr>
<tr>
<td>Proportion of males receiving a bonus payment</td>
<td>65%</td>
</tr>
<tr>
<td>Proportion of females receiving a bonus payment</td>
<td>77%</td>
</tr>
</tbody>
</table>
**Pay quartiles across male and female employees**

**Upper Quartile**
- Male: 8.3%
- Female: 91.7%

**Upper Middle Quartile**
- Male: 18.3%
- Female: 81.7%

**Lower Middle Quartile**
- Male: 35%
- Female: 65%

**Lower Quartile**
- Male: 33.9%
- Female: 66.1%

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**Understanding Our Gap**

From reviewing the analysis completed it can be seen that the gender pay gap statistics reported are particularly affected by the distribution of genders between groups of employees on different contractual arrangements. There is a higher proportion of males on hourly paid employment contracts and these are generally higher rates of pay in the upper and upper middle quartiles. These employees do not receive the range of additional employment benefits that are provided to permanent employees.

**Actions**

Actions on gender equality including further investigation of our gender pay gap and proposed solutions are included as part of Risktec Sustainability Strategy 2022, available for download as a brochure from our website at [risktec.tuv.com](http://risktec.tuv.com).

I confirm that the published information in relation to the gender pay gap is accurate.

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Martin Fairclough  
Managing Director