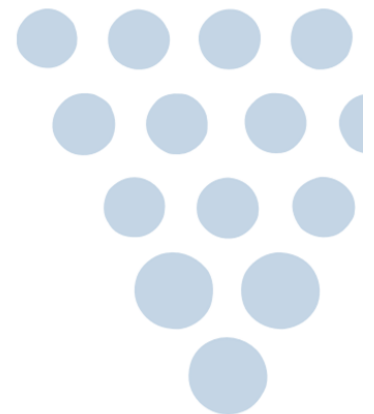




TÜVRheinland[®]
Risktec

Gender Pay Reporting Statement 2024

(based on data ending 5 April 2024)



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 2024

Our gender pay gap

The gender pay gap is the difference in the average pay of all the men and all the women across the whole of our organisation - regardless of the work that they do.

The mean represents the average salary of all our employees. The median is the exact middle point of the range of all salaries paid by Risktec.

Our gender pay gap continues to be influenced by temporary workers in high paying specialist roles.

Mean gender Pay gap



Median gender pay gap



Our gender bonus gap

Unlike the gender pay gap, which is based on average hourly pay, the bonus pay gap is calculated on any bonus amounts paid over a 12-month period.

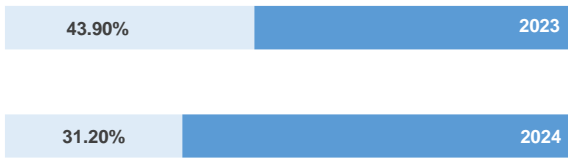
We have also seen a general increase in % of women eligible for a bonus over this time.

Who received a bonus

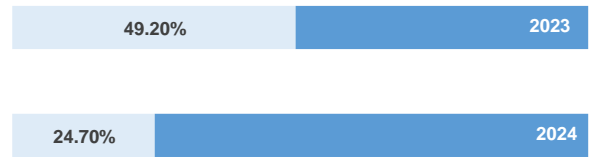
Male 65%

Female 80%

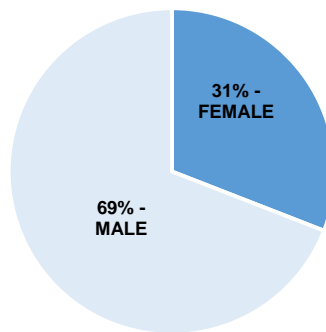
Mean gender bonus gap



Median gender bonus gap



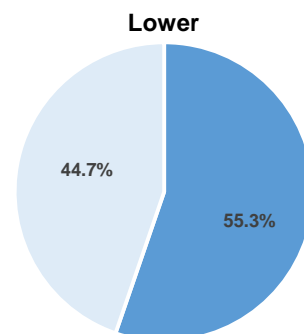
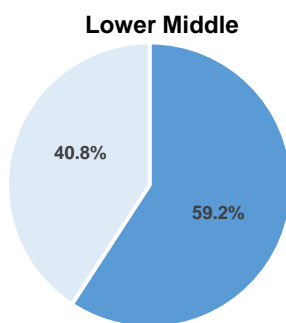
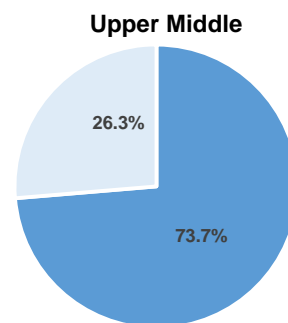
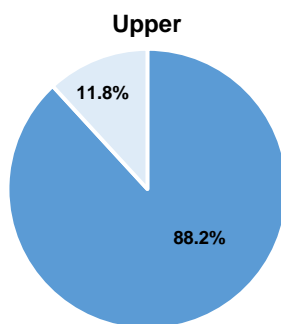
In 2024, the gender split was 69% male and 31% female, while in 2023, it was 73% male and 27% female.



The proportion of men and women in each pay quartile | 2024

A quartile is when we put all numbers in order from the lowest to the highest and then divide them into four equal-sized groups. This puts people on our lowest pay rates into quartile one and highest pay rates in quartile four.

We have seen a general increase of representation of women in all the quartiles due to hiring and progression.



■ Male
■ Female

Understanding Our Gap


The gender gap statistics reported are significantly 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.

There is improvement in most gender gap statistics compared to 2023. Significant recruitment has increased the overall percentage female employees but since this recruitment has been more at lower grades the mean gender pay gap has increased slightly. All other measures have improved compared to 2023.

Actions

Actions on gender equality including further investigation of our gender pay gap and proposed solutions are included as part of Risktec Sustainability Strategy 2024, available for download as a brochure from our website at risktec.tuv.com.

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



Martin Fairclough
Managing Director