



Score **(Europe) Limited**

Intelligent Valve Management™

www.score-europe.com

GENDER PAY GAP

In line with UK legislation, this document shares specified information relating to pay as at 5th April 2018. As the largest company within the Group, Score (Europe) Limited is the only company which employs more than 250 employees, therefore the information provided below only relates to Score (Europe) Limited.

Score (Europe) Limited has a mean gender pay gap of 36.54% which arises as a result of the demographics within the company and the wider engineering industry that it operates within. It is recognised that traditionally this discipline has been predominantly male orientated and as such Score (Europe) Limited currently employs 3 times as many men as woman. The data required does not relate to persons carrying out the same role and their related pay, but rather looks at the workforce as whole, regardless of their role within the organisation. Score (Europe) Limited employs significantly more men in senior engineering positions than woman. This creates a gender pay gap. It is important to distinguish this from un-equal pay for men and woman doing the same job. Score (Europe) Limited ensure that all personnel regardless of gender are paid within the same salary bands for the same roles focusing on competencies.

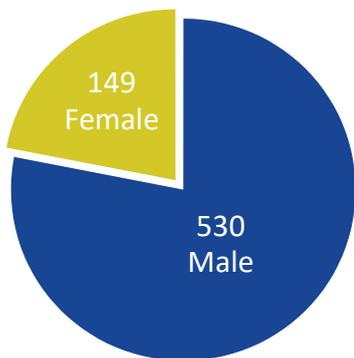
Score (Europe) Limited, as part of Score Group limited, has been actively working to address the imbalance in employee numbers. Embedded within our recruitment policy is the initiative to encourage female applicants to both our Engineering Apprenticeship and Chartered Engineer MPDS schemes by working alongside schools, colleges and universities. It is recognised that our apprentices and graduates are the key to our future success and we will continue to recruit a diverse workforce with the aim of addressing this current imbalance.



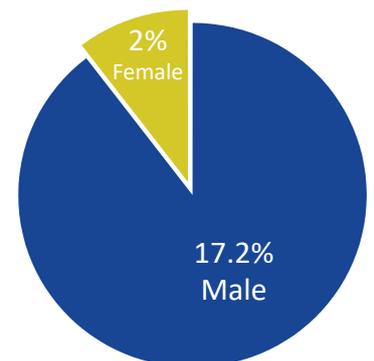
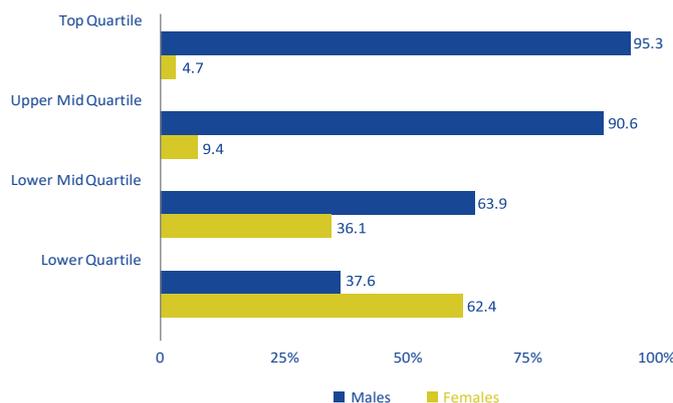
Our apprentices are our future and the key to our success. We actively encourage females to engage in our Engineering Apprenticeship scheme which focuses on supported development, challenging training and vast opportunities but the pay structure does not consider gender and therefore the pay structure is the same whether male or female.



	Mean	Median
Hourly Pay	36.5%	37.7%
Bonus Pay	36.6%	8.2%



Employee total 679



Bonus Proportion