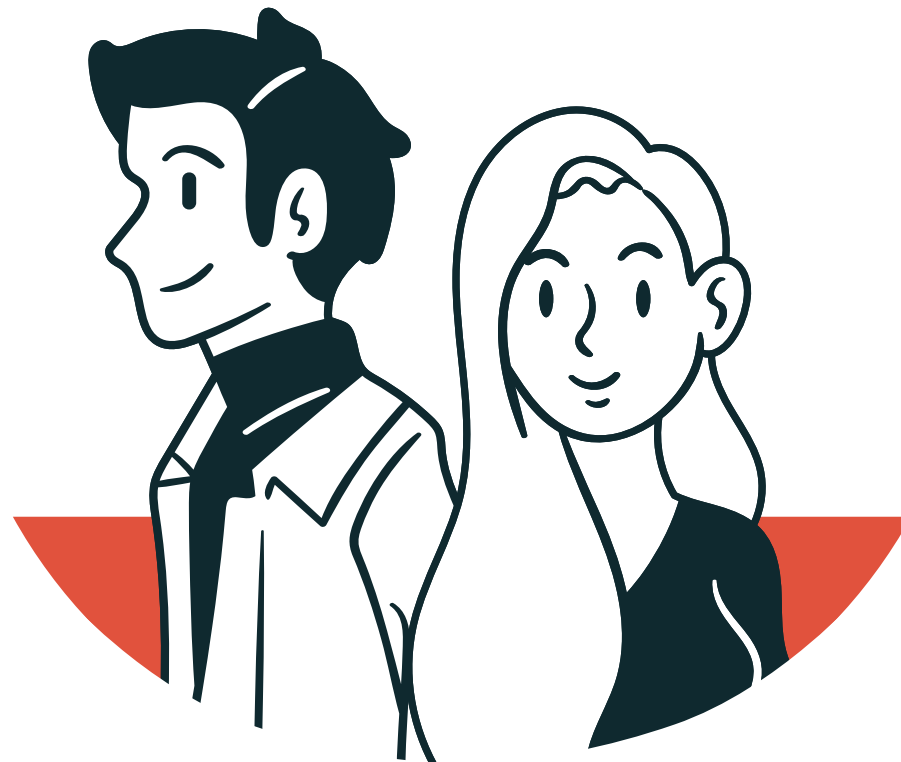


# GENDER PAY GAP STATEMENT

2023



At Score Group, we continue to be committed to promoting diversity and inclusion throughout our organisation, we encourage and support an open-minded, global culture.



In order to meet the needs of global operators and contractors, we continue to enhance our skills and expertise as the needs of the business develops, this includes reviewing opportunities for diversification in our workforce; both within our home market of through the support for the Energy Transition and in several process industries and beyond.



# What is Gender Pay Gap (GPG) Reporting?

GPG reporting legislation requires UK employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap is between their male and female employees.

Score Europe Ltd, a Score Group company, has a workforce of more than 250 employees and is therefore required to publish an annual GPG report.



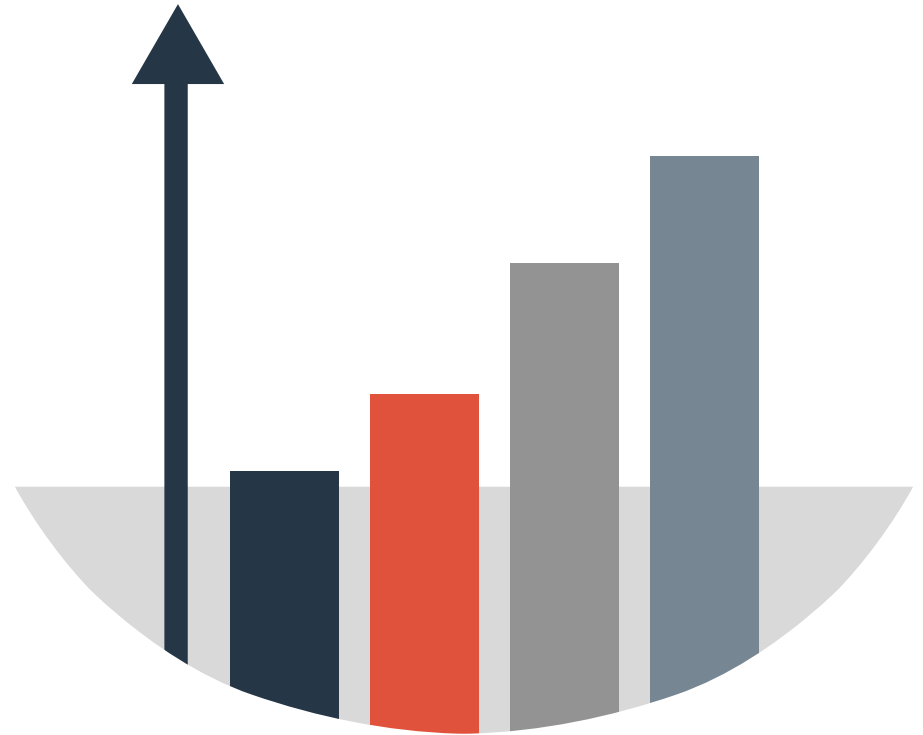
Our calculations in this report are based on the information for all employees employed by Score Europe Ltd on the snapshot date of 5 April 2022.

The GPG is the percentage difference between the average hourly pay of men and women expressed as both the mean and median and should not be confused with equal pay.

# GENDER PAY GAP FIGURES

For Reporting 2022 on 5 April 2023

2022



# What is Score Europe's Gender Pay Gap for 2023?

38.20

## Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees, and that of female full-pay relevant employees

41.95

## Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees, and that of female full-pay relevant employees

An increase of 1.45% has been made in terms of the median gender pay gap.

There has been a downfall in the mean gender pay gap of 1.7%. We are delighted that our projects both offshore and aboard have been very busy moving through 2022, our technical teams - which are predominately male - have been positively impacted however this in turn has affected our gender pay gap figures showing significantly more earnings amongst the male employee groups.



Our GPG is based on employees who receive their full basic pay at the snap shot date of 5 April 2022.

Employees

Total

755



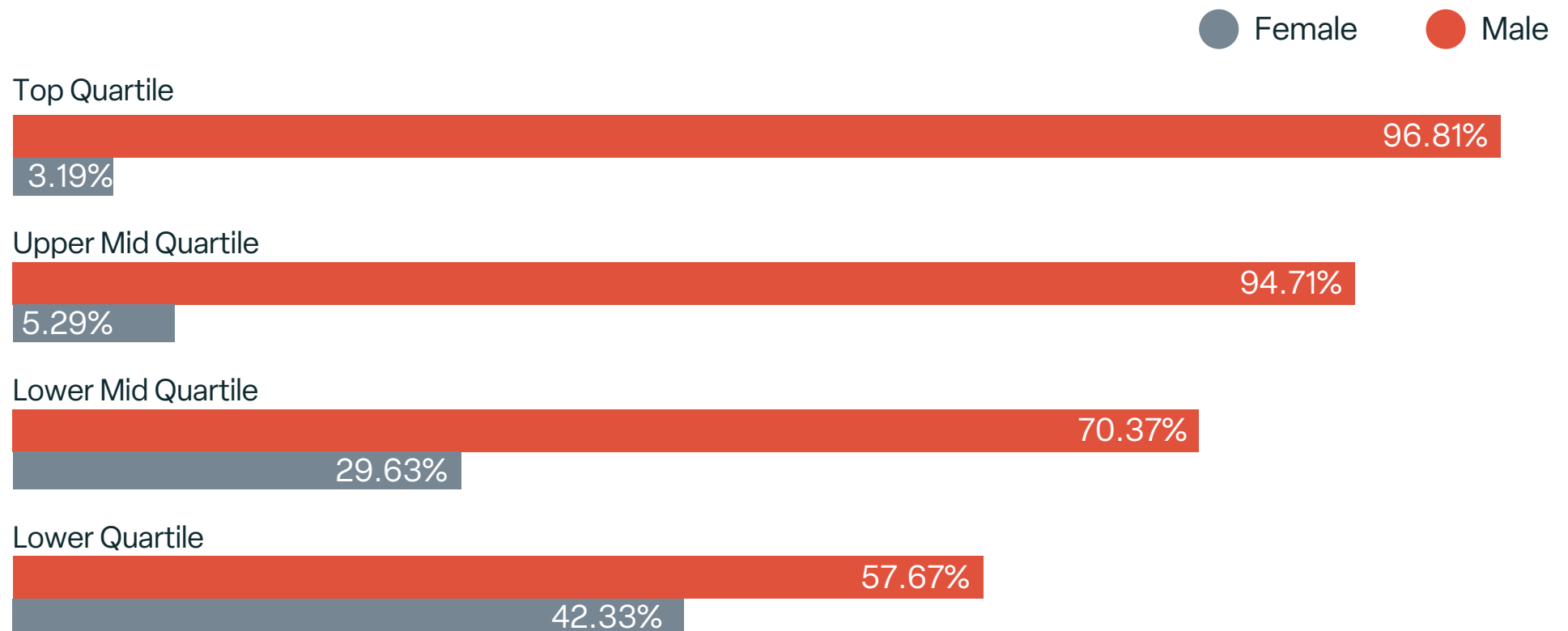
152



603

# Quartile Bands 2022

The quartile bands show the distribution of males and females throughout the company based on the hourly rate of pay on a scale from the lowest (lower quartile band) through the highest (top quartile).



# What is our bonus pay gap?

9.87%

## Mean Bonus Pay Gap

The difference between the mean bonus pay paid to male relevant employees, and that of female relevant employees

19.19%

## Median Bonus Pay Gap

The difference between the median bonus pay paid to male relevant employees, and that of female relevant employees

The proportion of female receiving an increase this year had risen by 0.22 %

We recognise the absence of female representation on our leadership team and as mentioned on page 5, this does impact negatively on our bonus GPG.



# ADDRESSING GENDER PAY GAP

It is recognised to date, that the oil and gas industry has typically been a male-dominated industry and the figures reported by Score Europe Ltd reflect this trend: the company employs over three times as many men as woman.

## Recruitment

One of the areas the business has focused on challenging gender imbalance in, is within our apprenticeship scheme. As a champion for female engineering apprentices, we actively encourage gender balance within this new emerging pool of talent who are just making their first steps into our industry. We will continue to work with local schools and develop industry partnerships to facilitate initiatives across STEM education and support programmes such as 'Girls in Energy' to inspire female interest in our wide apprenticeship offering, which includes engineering and business management disciplines.



## Hybrid work approach

The company continues to review and establish new ways of working and associated policies and practices to support employees who are looking to have the right work-life balance for them, through a hybrid working model.





# CONCLUSION

In conclusion, whilst our GPG continues to reflect industry statistics, we are committed to monitoring our GPG to ensure that neither gender is treated less favourably and there is diversity and inclusive working environment throughout our global organisation.

“ It is clear that more work needs to be done, at all levels, to promote women into leadership roles where they have a greater impact on some of the considerations our GPG presents. We understand the professional value of women in our business and we need to ensure that the disparities that exist in traditionally male-dominated fields, particularly in the energy industry, do not force our own inequality as we strive to voluntarily report our gender and ethnicity pay gap, beyond statutory reporting, across our global business ”

Scott Will  
Managing Director, Score Europe  
Business Unit Director - Europe and Africa



We confirm that the Score Europe Ltd information provided in this report is accurate.

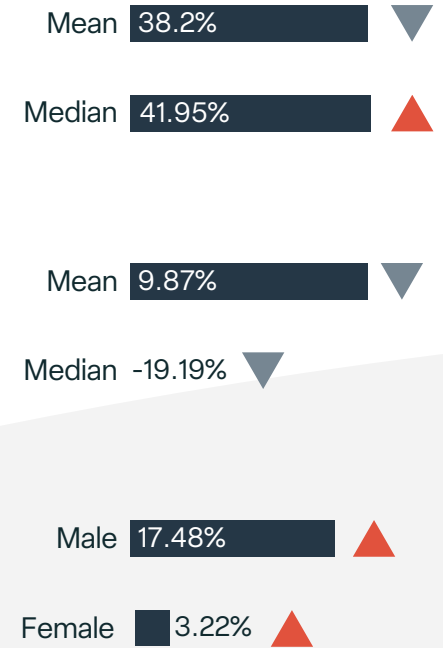
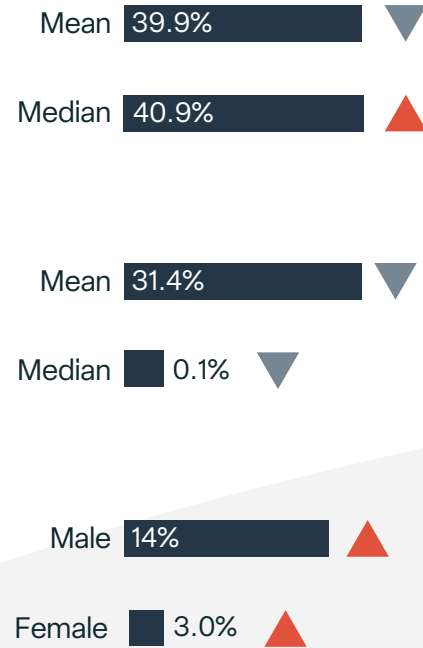
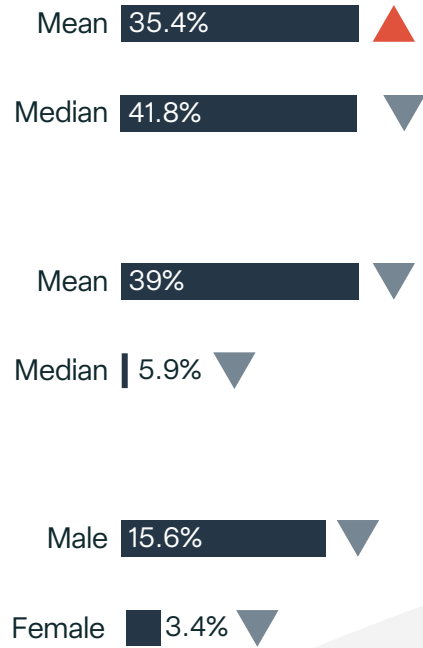
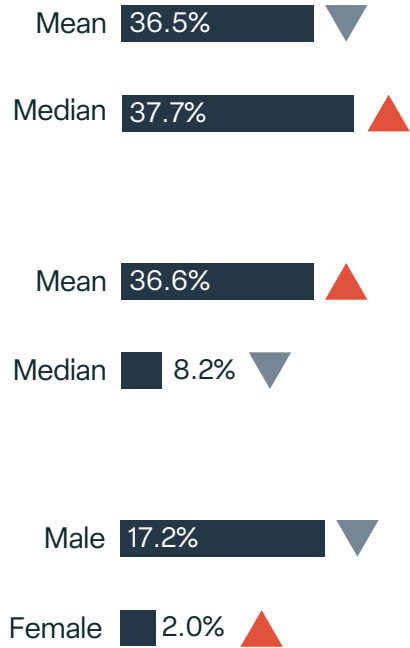


2018

2020\*

2021

2022



Women

160 ▲

176 ▲

167 ▼

152 ▼

\*Due to the impact of the COVID-19 pandemic, 2019 reporting was suspended.



Score Group is a specialist in precision manufacturing, valve supply, automation and management systems and provides complex engineering solutions to customers in multiple markets, including defence, nuclear, aerospace, utilities and energy.



Score Europe Ltd | Glenugie Engineering Works | Peterhead | AB42 0YX  
[score-group.com](https://score-group.com)

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