

Gender Pay Gap Reporting 2020

As an employer of more than 250 people, we are required by UK law to publish our gender pay gap information, both on the [Government's Gender Pay Gap Service](#) and on our own website.

Due to the coronavirus pandemic, the Government Equalities Office suspended compulsory reporting for pay gap data based on the April 2019 snapshot dates. We are now publishing our latest report based on data captured in April 2020.

Once again this year, we've also gone beyond the minimum reporting requirements to provide a detailed narrative explaining the factors we believe contribute to our gender pay gap and the actions we're taking to close it.

Gender pay gap data shines a valuable light on the internal and external factors that lead to women in our society earning less than men. We also know that closing the gap will take time and progress will not be linear.

In the UK, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

What this report shows

Employers must report six different measures:

- **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
- **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
- **median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- **mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- **bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

CB&I UK Ltd’s gender pay gap data was collected on the snapshot date of 5 April 2020. At this time there were 265 people within CB&I’s UK workforce: 70 women and 195 men. CB&I UK Ltd has clear, externally benchmarked salary ranges in place for all job roles, which ensures that everyone is paid fairly for undertaking the same or similar role.

The gender pay gap looks at the distribution of men and women across all job levels of the organisation, and how this translates into the average salary and bonus payments made as a result of gender distribution across job levels.

Our Results

<i>Measure</i>	<i>%</i>		
	<i>2020</i>	<i>2018</i>	<i>2017</i>
Mean Gender Pay Gap	28.3	32.13	33.8
Median Gender Pay Gap	20.8	40.6	38.8
<i>% of women in each pay quarter</i>			
Lower hourly paid quarter	50	54.9	42.9
Lower middle hourly paid quarter	24.2	21.6	27.2
Upper middle hourly paid quarter	20.9	9.8	8.6
Upper hourly paid quarter	11.9	9.8	7.3
<i>Who received a bonus?</i>			
Women	24.3	15.9	20
Men	34.9	19.4	32.4
Differences in bonus pay - Mean	80.2	73.2	75.1
Differences in bonus pay - Median	70.9	79.1	53.6

What our results show

Our gender pay gap continues to close. We have closed the gap by 5.5% since the first report based on 2017 data. However, we still have some way to go, since the gender pay gap among all employees nationwide in 2020 is 15.5%.¹ Our median gender pay gap has also closed significantly.

The main reason for both of these gaps is that we have more men than women in our senior, more well-paid roles. However, there has also been a shift in the makeup of each quartile, with a higher proportion of women represented in the upper-middle and upper quartiles compared to 2018.

Our gender pay gap data since 2017 shows that there are no quick and easy fixes when it comes to closing the pay gap. There are many societal reasons why more men than women tend to occupy

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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>



the highest paid roles, particularly in Engineering. However, here too the picture is looking more positive.

Here at McDermott, women make up 19.2% of our Engineers and related disciplines. According to the Women's Engineering Society, by June 2021 Women made up 14.5% of all engineers across the UK.

Our actions

As part of McDermott's commitment to building a workplace that works for everyone,, we have seen an increased focus on DE&I since our last report. The role of the DE&I function is to drive awareness, engagement and accountability throughout all parts of our business. EMEA has embedded clear and measurable DE&I goals in our Area Performance Goals (APGs), formed our Leadership Diversity Council, who act as DE&I champions, and engaged diverse leaders and external speakers to shed light on the development of DE&I in our industry and across the region.

McDermott joined Catalyst, a global nonprofit organization working with CEOs and leading companies to help build workplaces that work for women. Catalyst drives change with pioneering research, practical tools and solutions designed to accelerate and advance women into leadership. McDermott also pledged to be part of CEO Action for Diversity & Inclusion, to advance diversity and inclusion in the workplace, communities and country.

Locally, the Global Women's Network for the EMEA region seeks to enhance and upskill professional/leadership competencies of female employees through program events and activities, as well as providing a forum for networking, collaboration, and support. With in-country ambassadors across 8 offices, including 4 representatives from the UK, the GWN have:

- Led panel discussions recognising the achievements of women on International Women's Day,
- Celebrated Women Breaking Barriers in the Offshore Industry, shown case studies of female employees' experiences in more traditionally male-dominated areas of the Energy industry and
- Offered opportunities to enhance leadership skills by offering training in 'Leading by Influence,' presented talks on burn out in the workplace and positive intelligence, and hosted the Month of Connection Through Diversity, Equity and Inclusion.

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