



# DNV GL UK - GENDER PAY GAP REPORT 2019



## INTRODUCTION

The UK Government introduced the Gender Pay Gap Regulations with the aim to increase transparency related to gender pay and to persuade businesses in the UK to close the gender pay gap, if one exists. As of 6<sup>th</sup> April 2017, employers hiring more than 250 employees are required to publish their gender pay gap data.

DNV GL UK operates within the Science, Technology, Engineering and Mathematics (STEM) areas. We, in DNV GL, believe in the success that comes with diversity. Diversity has been included as a focus area in several of our strategic plans. With this third consecutive Gender Pay Gap Report, DNV GL UK continues to report beyond legal requirements by publishing our statement for the whole DNV GL UK business in addition to the required GL Industrial Services UK Ltd (GLIS)\*. As our focus is on our Gender Pay Gap across the organisation the report focuses on this analysis. The corresponding statistics for GLIS are located nearby in the notes.

The figures for GLIS and DNV GL have been calculated using the methodologies defined in the Equality Act (gender pay gap information) Regulations 2017.

Actions are as important as statistics. That is why we have reviewed the whole process to make it meaningful and effective. Our strategy and actions to reduce the gender pay gap remain high on our global and local agenda.

*\* GLIS was the only DNV GL UK entity which employed more than 250 people on 5<sup>th</sup> April 2019 and is therefore required to report for the Gender Pay Gap Report 2019.*

## Our activities at a glance

DNV GL is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

### Globally, we

- provide a clear structure and guidance to managers and other staff members involved in pay reviews to ensure objectivity and fairness;
- run detailed gender pay gap analysis in several countries
- evaluate job roles and pay grades as necessary to ensure a fair structure; and
- widely advertise management positions and encourage applications from a diverse range of candidates.

### Locally, we

- actively encourage young people into the industry through completion of the 'Year in Industry' scheme alongside the Graduate Engineering scheme;
- support local school and college events including career fairs and career talks. This includes supplying career packs, requirements to different technical roles within DNV GL, and employee case studies;
- promote family friendly environment by enhanced maternity leave allowance.

### Key initiatives based on our last report

- piloted a program to include flexible working arrangements in job advertisements to encourage candidates looking for family-friendly working patterns;
- established a Gender Equality focus group to collect experiences and ideas from staff across all business areas. The aim is to reflect on where we currently are and develop a gender equality action plan;
- evidence-gathering to break down the results for each of our Business areas and better understand if the same or other patterns are seen across our specific disciplines;
- accelerated our internal gender pay gap reporting processes. The 2019 gender pay gap analysis was completed in a much shorter time frame than in previous years. This gave business areas the best opportunity to engage with their employees, to use the findings as an input to onward business planning inactivity and to help shape initiatives in a more timely and insightful way.





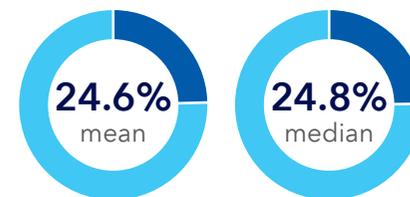
## 2019 Statistics

Our 2019 gender pay gap analysis continues to confirm the findings of our previous reports. The gender pay gap in DNV GL UK is driven by the disparity of female vs. male workers in the middle and upper quartiles, rather than by inequality in salary. This is a general trend that is prevalent in the STEM (Science, Technology, Engineering and Mathematics) sector. Therefore, DNV GL UK, together with all employers in the sector, needs to continue encouraging women to join the industry and provide a framework that enables them to step up in their career. This reinforces the necessity of continuing initiatives within the company and across the sector.

We acknowledge that it could take several years before we can make significant in-roads on the overall pay gap figures, but nevertheless we will continue working on multiple actions and collective efforts in a variety of areas to work to reduce this gap.

### Gender Pay Gap

DNV GL - UK



GLIS - Mean gender pay gap: 13.5%; Median gender pay gap: 15.2%

NOTE: The numbers of 'Relevant Employees' as at 5<sup>th</sup> April 2019 were 993 (DNV GL) and 289 (GLIS). The numbers in the 'Full Pay Relevant Employees' subset were 966 (DNV GL) and 283 (GLIS).

## DNV GL - UK - Proportions across pay quartiles



89% Upper 11%



77% Upper Middle 23%



71% Lower Middle 29%



59% Lower 41%

GLIS - Proportions across pay quartiles:  
Upper Quartile - Male 83%, Female 17%;  
Upper Middle Quartile - Male 79%, Female 21%;  
Lower Middle Quartile - Male 68%, Female 32%;  
Lower Quartile - Male 73%, Female 27%.

## Gender pay analysis

DNV GL and GLIS report a 27.0% and 24.9% total female representation respectively. These figures compare favourably with the wider reported representation of women across the UK engineering workforce (21.7%)<sup>1</sup>.

At DNV GL UK, many of our female workforce are employed in grades up to and including those recognized as middle management ('lower' and 'lower middle' pay quartiles reported), while the large majority of upper quartile, and therefore senior management roles, are predominantly held by males. This disparity in proportion sizes between males and females across the pay quartiles is a significant factor in why a pay gap exists within DNV GL.



<sup>[1]</sup> Engineering 'Gender disparity in engineering' [online].  
Source available at: <https://www.engineeringuk.com/research/engineering-uk-report/>



## 2019 Bonus pay gap

Our 2019 bonus pay gap analysis shows information for any 'bonus' paid to our employees during the period (throughout the 2018 - 2019 financial year and up to 31<sup>st</sup> March 2019), the majority of which relate to our Group Profit Share scheme.

The proportion of male and female employees that received a bonus was equal (87%). However, there is a Mean Bonus Pay Gap of 47.7% and a Median Bonus Pay Gap of 33.2%. This gap is a result of factors already mentioned in the earlier analysis as, alongside performance factors, salary and (seniority linked) opportunity are the major components of DNV GL's Company Profit Share Scheme. Therefore, those with the opportunity to earn the largest bonuses, typically in senior leadership roles, sit within the upper pay quartile of the organisation where the number of women is lower than the number of men.

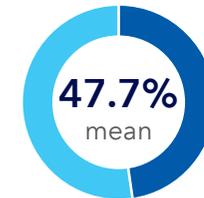


87% Males receiving bonus

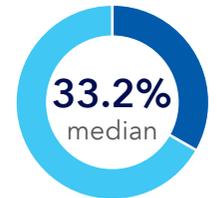


87% Females receiving bonus

GLIS - 84% males receiving bonus;  
94% males receiving bonus



47.7%  
mean



33.2%  
median

GLIS - Mean bonus pay gap: 32.9%;  
Median bonus pay gap: 29.5%

I, Hari Vamadevan,  
Country Chair, Region UK,  
confirm that the information  
in this statement is accurate.

Signed

Date: 09/04/2020