



SPARROWS

GENDER PAY GAP REPORT 2024

Gender Pay Gap reporting requires 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.

Gender Pay Gap measures the difference between men and women's average salaries, which is different to that of equal pay. We are an equal opportunities employer and are committed to building a diverse and inclusive workplace, irrespective of gender.

PUBLISHED APRIL 2025



WHAT IS OUR GENDER PAY GAP?

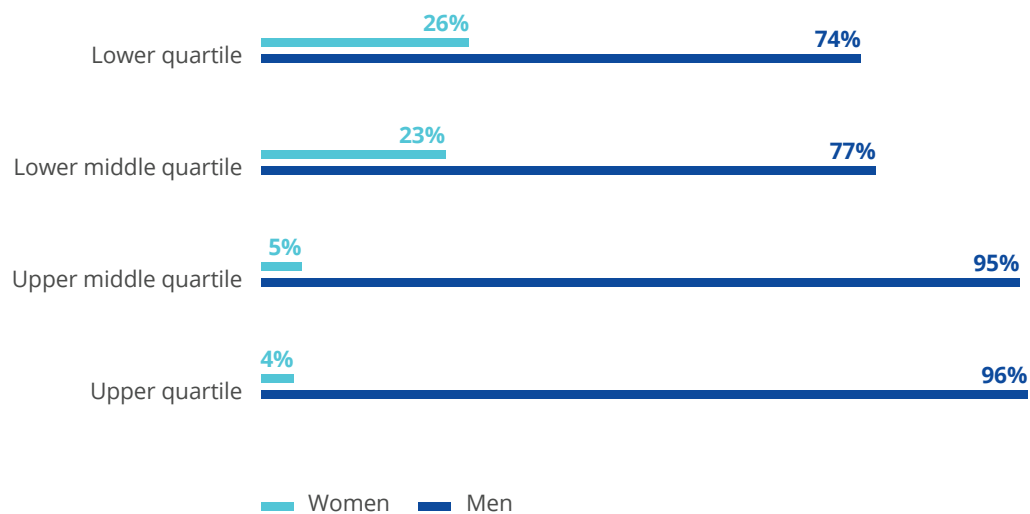
DIFFERENCE BETWEEN MEN AND WOMEN

	Mean	Median
Gender pay gap	30%	34%
Gender bonus gap	10%	-80%

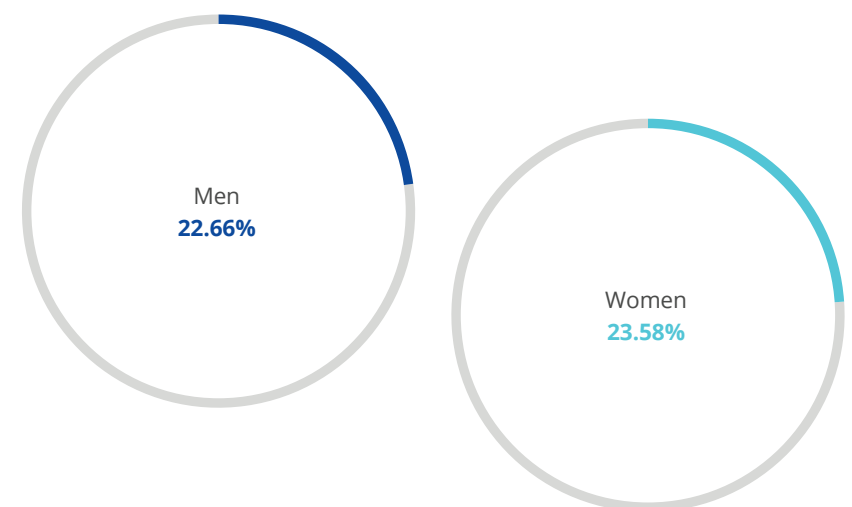
Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers.

Median is the 'middle' number in the sequence of numbers, listed from lowest to highest.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



PAY PROPORTION BONUS



ANALYSING OUR GENDER PAY GAP

Our values

Altrad Sparrows values sculpt the company's culture, defining its identity and principles while guiding the decision-making process of its leaders. Ultimately, they serve as a moral compass, drawing a line between what is right and what is not.

We adhere to five non-negotiable values in everything we do:



RESPECT



HUMILITY



SOLIDARITY



CONVIVIALITY



COURAGE



The demographics of our workforce and the industry as a whole are reflected in the gender pay gap snapshot data. Traditionally, women have not chosen to pursue careers in specialised engineering, inspection, operation and maintenance roles where men are more prevalent in this sector. These roles will also typically attract a higher salary than support services roles and does highlight that when we compare earnings for men and women, we do see a gender pay gap.

The pay gap is not a reflection of Altrad Sparrows approach to recruitment, promotions and equal pay, the majority of roles we have continue to attract more men than women and therefore Altrad Sparrows does remain an organisation that has a high population of males.

Our commitment to addressing the gap is supported by a few examples noted on the following pages.

ADDRESSING THE GAP

NETWORK OF WOMEN EVENT

Our inaugural Network of Women (NOW) event, “If you don’t ask, you don’t get”, gathered employees from across the Altrad Group to celebrate International Women’s Day. Led by Hayley Barnard, an expert in diversity and inclusion, the panel focused on insightful discussions about imposter syndrome and strategies for overcoming it, among other topics.

DEVELOPING YOUNG WORKFORCE (DYW)

We’ve teamed up with DYW, offering local youth insightful training centre visits and actively participating in career fairs to showcase the diverse opportunities we provide. We’ve cemented our commitment to DYW by becoming pledge member partners.

UK HIGH POTENTIAL PROGRAMME – 40% FEMALE PARTICIPATION

In 2024, the UK team launched the High Potential Programme, designed to develop future leaders by identifying talent early and ensuring a strong leadership pipeline.

The first cohort included 20 participants, each of whom took part in:

- Five workshops delivered by Polaris Learning

- Mentor allocation for ongoing support and guidance throughout the programme
- Five project groups, with each group working on a business project as part of the final assignment.

ONGOING GIRLS IN ENERGY EVENTS AT THE TRAINING CENTRE

The one year engineering course sponsored by Shell is delivered over various north east of Scotland secondary schools, with the subject being available for those girls in third year and above. The programme is aimed at encouraging more young women into the energy sectors and tackling the Science, Technology, Engineering, and Mathematics (STEM) skills gap.

INCREASED ENGAGEMENT WITH SCHOOLS ACROSS ABERDEEN AND ABERDEENSHIRE

Running workshops on employability skills and CV writing with the aim of encouraging pupils into STEM careers.

WORK EXPERIENCE WITH KESSIA REIS FROM ST MACHAR ACADEMY

In early 2024, we welcomed back Kessia Reis, a St Machar Academy student, for work experience at our Aberdeen facilities. Kessia first joined us in the summer of 2023 as part of a Russell Anderson Foundation

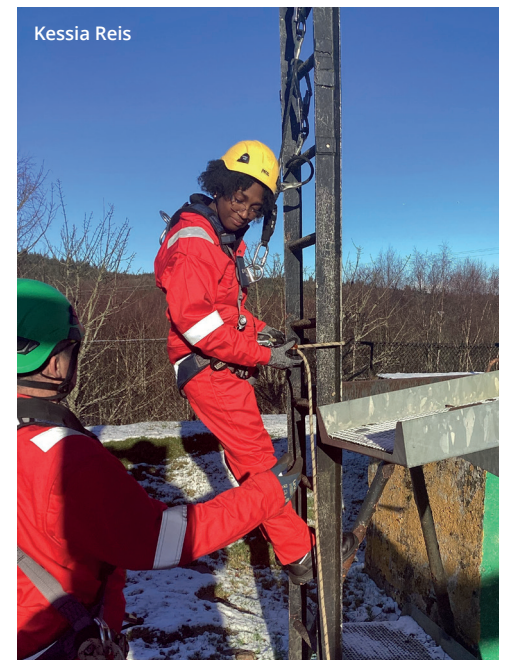
visit. During her time with us, she toured our various workshops and witnessed demonstrations of Non-Destructive Testing (NDT) techniques, among other things.

At our training centre, she observed a working-at-height course and watched crane operations up close using the centre’s real offshore pedestal crane. In our Bridge of Don office, Kessia learned about technical drawings and saw innovative technology and project designs in action. “The overall experience exceeded my expectations and was my best professional encounter,” she said.

FEMALE FIT PPE ROADSHOW

Following an invitation from Altrad Services UK, Ireland, Nordics & Poland, our Aberdeen team participated in the Female Fit Roadshow – an initiative launched after a consultation revealed that existing PPE does not adequately meet women’s needs.

On a dedicated day, women from our facilities who wear PPE had the opportunity to try on samples and provide feedback alongside colleagues from Altrad Services. The data gathered from the roadshow will help develop a Female Fit Catalogue across UK businesses, ensuring that PPE is both



ADDRESSING THE GAP



functional and properly fitted – ultimately contributing to a safer working environment for women.

ECITB RECRUITED A FEMALE TRAINEE TECHNICIAN

In the final year of her Engineering Construction Industry Training Board (ECITB) Scholarship at Northeast Scotland College (NESCol), Hannah Gibb completed a work placement at our Aberdeen workshops. During this time, she undertook working-at-height and crane awareness training while gaining hands-on experience in mechanical, electrical, hydraulics, and fabrication workshops.

Her dedication earned her an interview, which led to a trainee technician role – one of three positions offered to students from her course. “The trainee technician programme has been a great opportunity, allowing me to learn from people with a wealth of experience and different backgrounds,” shared Hannah, who was also nominated for New Entrant of the Year at the ECITB Training and Development Awards 2024.



We remain committed to the Altrad Group's diversity, equity, inclusion and belonging pledge focusing on gender diversity, and the target to have 15% of our global workforce to be women by 2035. To keep us on track, we want women to make up 9% of staff by August 2027 and 13% by 2030. These goals are ambitious, but we as Altrad Sparrows are committed to supporting the group's achievement, and with our current female workforce at 14%, this positively impacts the Altrad Group goal.

BONUS PAY

The bonus plan eligibility rules were expanded to include more “lead roles” across the business which has seen more women become eligible and as a result our bonus mean and median gap has seen a positive reduction over the period.

The company continues to seek new avenues to attract females into historically male-dominated fields. Given the nature of our operations, which often extend into traditionally male-dominated industries and remote locations, it becomes even more imperative for us to ensure that each employee feels safe, seen, and valued.

LOOKING AHEAD

- Reviewing recruitment practices and processes to remove or reduce use of gendered language in adverts and job descriptions to ensure they are more inclusive
- Roll out of line manager training on unconscious bias and inclusive leadership
- Enhanced maternity, adoption and paternity leave and pay implemented
- Neonatal leave and pay implemented early
- Menopause guidance and health-line implemented.

ACCURACY STATEMENT

I confirm this report has been produced in accordance with the guidelines and is an accurate reflection of data as at the snapshot date.

For and on behalf of Altrad Sparrows Offshore Services Limited.

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