

**Sparrows Group**

Sparrows Offshore Services Limited  
 Scott House, Denmore Road,  
 Murcar Industrial Estate,  
 Aberdeen, AB23 8JW

T: +44 (0)1224 704868

F: +44 (0)1224 825191

E: [HROperations@sparrowsgroup.com](mailto:HROperations@sparrowsgroup.com)

[www.sparrowsgroup.com](http://www.sparrowsgroup.com)

**Sparrows Offshore Services Limited Gender Pay Gap Report – April 2017**

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.

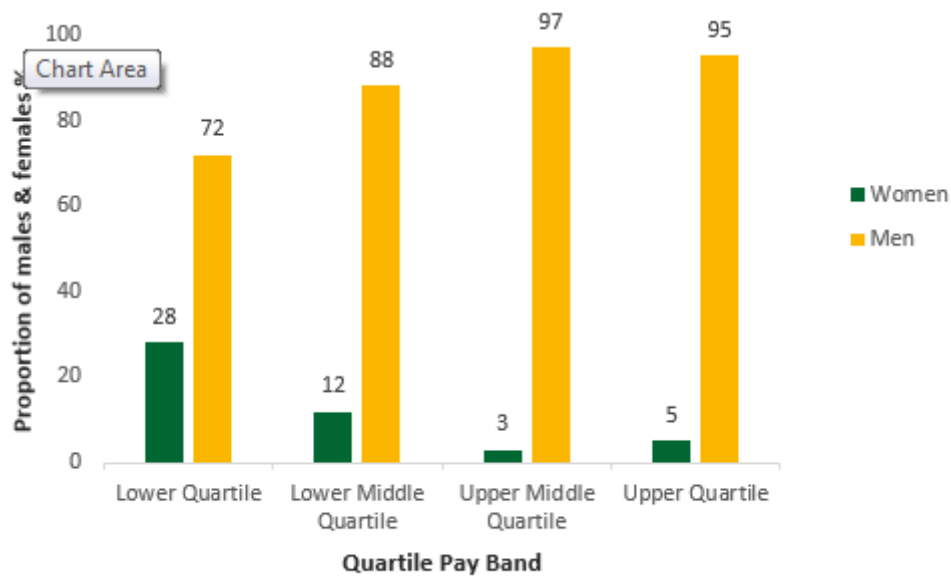
**Pay**

|                              |              |
|------------------------------|--------------|
| <b>Mean Gender Pay Gap</b>   | <b>28.4%</b> |
| <b>Median Gender Pay Gap</b> | <b>39.6%</b> |

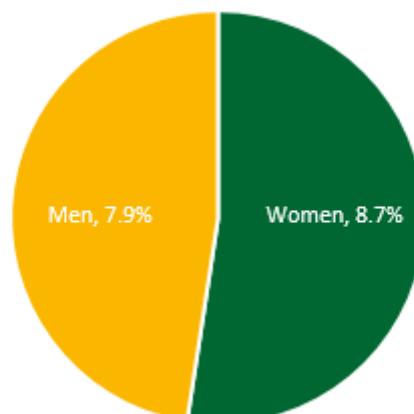
**Bonus**

|                                    |                |
|------------------------------------|----------------|
| <b>Mean Bonus Gender Pay Gap</b>   | <b>38.0%</b>   |
| <b>Median Bonus Gender Pay Gap</b> | <b>-244.8%</b> |

The proportion of males and females in each quartile pay band



The proportion of employees receiving a bonus payment



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.

Support and guidance is provided for our line managers to ensure they know what behaviours and actions are required of them when recruiting for a new position within their team, or indeed promoting an existing member of staff. This is also supported by reviewing our policies and procedures regularly to ensure fair and consistent application.

At the beginning of 2017, we introduced an Employee Forum to give employees the opportunity to be informed and consulted with on a variety of topics. This is chaired by a member of the Executive Leadership Team (ELT) to gain employees' opinions, ideas and suggestions on key issues. The meetings are productive and provide an opportunity for employees to feedback to ensure there is two-way communication between employees and the ELT.

Our Gender Pay Gap results are reflective of our workforce profile, with females representing 12% of our employee population. Women are typically underrepresented in our industry as a whole, with it being predominately a male dominated environment, which will undoubtedly affect the figures and result in women being disproportionately impacted.

When reflecting on our mean Gender Pay Gap figure of 28.4%, we are confident in our analysis that this is reflective of the gender split of our workforce and not of men and women being paid differently for doing the same job.

Following the introduction of Shared Parental Leave, this may see more women progress further within the workplace with women typically providing much of childcare responsibilities. Sparrows is also supportive of flexible working upon return from maternity leave to encourage women to return to work and further their career.

The results for the median bonus Gender Pay Gap shows a difference of -244.8%. The proportion of men and women receiving a bonus is broadly comparable within the organisation. Bonus payments include the recognition of exemplary safety behaviours demonstrated by our employees and spot bonuses.

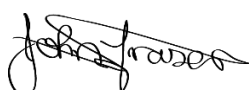
80% of the positions within the company are of a Science, Technology, Engineering or Mathematic (STEM) nature with 92% of these positions held by men. This is an area where women are typically underrepresented within our industry. The rest of the positions within the organisation are support roles with 67% of these held by men.

Historically, we have had a low turnover of staff with many people remaining in the same role for a number of years, who are in the later stages of their career. While it is very important to retain their talent, which is specific to our business, this in turn does not allow the influx of new personnel, of varying gender.

Over the last couple of decades, our potential future workforce will have been given more opportunities than previous generations to be introduced to STEM roles within an academic environment from an early age and be encouraged to study further in higher education. This is reflective of the work STEM Ambassadors do by providing support to various groups to inspire and engage young people across the UK in STEM subjects <https://www.stem.org.uk/stem-ambassadors>

Accuracy Statement – I confirm this report has been produced in accordance with the guidelines and is an accurate reflection of data as at the snap shot date.

For and on behalf of Sparrows Offshore Services Limited



**John Fraser**  
**Executive HSEQ/HR Director**