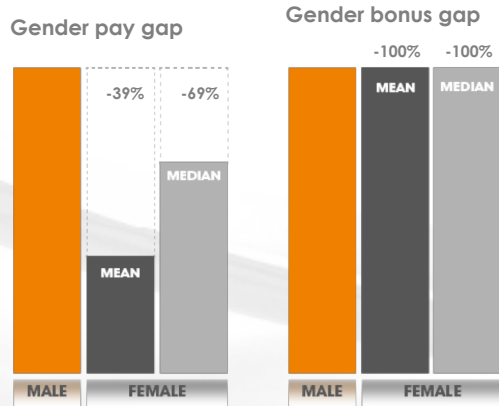
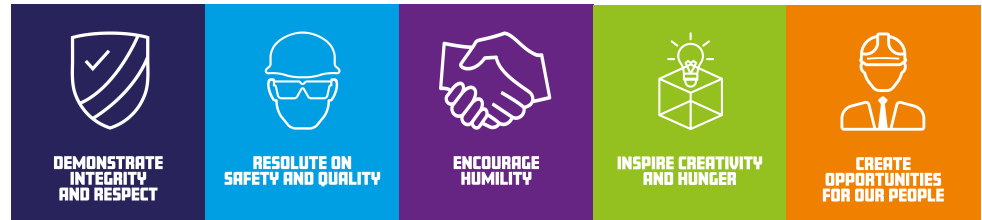


The UK Gender Pay Gap Regulations require all companies with 250 or more employees to publish their gender pay gap annually by 4th April. This report contains the gender pay gap for Global Energy (Group) Limited.

Introduction

Global Energy (Group) Limited is committed to being an employer of choice. Our Code of Business Conduct sets the expectations of the company providing all employees with the principles and practices which are fundamental to achieving our goals. Our Core Values which drive the ethos, behaviours and culture underpin and support our commitment to equality.



Gender Pay Gap Figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female co-workers receive.

The **mean pay gap** is the difference between average hourly earnings of men and women. The **median pay gap** is the difference between the midpoints in the range of hourly earnings of men and women. All hourly rates are analysed and sorted from low to high with the median being the middle-most rate.

Proportion of male and female colleagues receiving a bonus

Bonus payments are discretionary based on business performance.

Why we have a Gender Pay Gap

Global Energy (Group) is confident that male and female employees are paid equally for equivalent jobs. However, delivering on equal pay may still identify a pay gap. The main reasoning behind our gender pay gap is a continuing imbalance of male and female co-workers across our business. As an organisation that operates within industry sectors including Oil and Gas, Engineering and Construction and Steel Fabrication; it is statistically demonstrated that these sectors are traditionally dominated with male workers leading to over-representation in specific roles. This is reflected in our organisation where, overall, less than a 15% of our employees are women. GEG continue to see occupational segregation occur during recruitment of particular jobs attracting consistently a much higher volume of application from a certain sex. Using as an example typical Steel Fabrication roles such as; Welders, Fabricators and Platers, they have, despite our best efforts attracted a 100% rate of male applicants whereas an administrative position attracts consistently over 80% of applicants being female.

How are we addressing the pay gap

Global Energy (Group) aspires to attract a diverse workforce and as such is wholly committed to focussing on areas where demonstrable impact can be achieved. We are focussed on encouraging the younger generation of male and female students to pursue STEM subjects through our work experience and graduate programmes. We aim to formalise our Diversity and Inclusion efforts under a Company wide plan and continue to build on our practises in support of this inclusive culture. We continue to recruit from a diverse talent pool and consistently strive to ensure recruitment activities support this. We aim to retain and nurture our people by creating opportunities for development through our talent pipeline.

Proportion of male and female colleagues in each pay quartile



Percentage of people receiving a bonus:

