

Gender Pay Gap Report

April 2022

Introduction

This report for 2022 is based on 241 employees which is below the threshold for reporting, therefore this is a voluntary report.

This gender pay report is a snapshot date as at the 5th April 2022.

Gender Pay Gap Figures

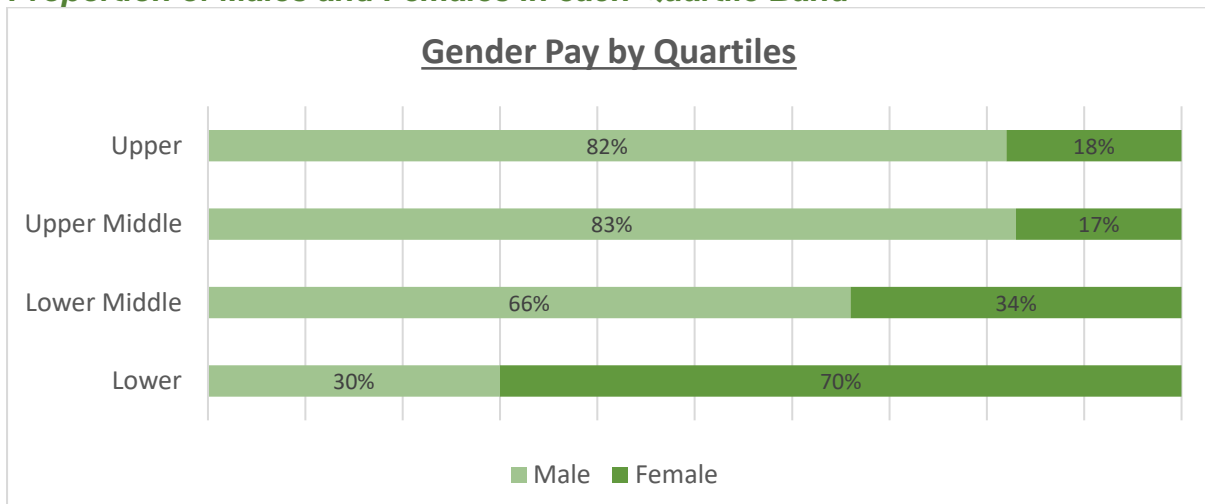
UK-NSI Mean and Median Hourly Gender Pay Gap

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

| Mean Gender Pay | | | | | |
|---|-------|-------|-------|-------|-------|
| The mean average involves adding up all of the hourly pay rates and dividing the result by how many entries were in the list. | | | | | |
| 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
| 29.6% | 26.1% | 25.0% | 23.0% | 18.5% | 19.2% |

| Median Gender Pay | | | | | |
|--|-------|-------|-------|-------|-------|
| A median average involves listing all employees by hourly pay in numerical order from smallest to largest, and taking the middle number from the list. | | | | | |
| 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
| 24.3% | 21.1% | 20.5% | 14.8% | 10.6% | 12.0% |

Proportion of Males and Females in each Quartile Band



The above chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

Why do we have a Gender Pay Gap?

It important to understand that although we do have a gender pay gap in terms of the mean and median pay ranges, we are committed to paying employees doing the same job, the same rate of pay.

Our gender pay gap comes in the upper middle and upper quartiles in Management and Engineering roles where pay is based on market rate, experience, qualifications and other external factors.

The population of our employ remains more male dominated (65%) than females (35%). One of the main reasons for this imbalance is due to the sector we operate in, and the historical profile of employees who have opted for a career in engineering / manufacturing.

UK-NSI Commitment to Gender Balance

Promotion and Development

We will continue to encourage women to apply for promotion and to undertake training that might lead to their development within our Company and help to achieve further growth in representation.

During the year we had 17 promotions to higher positions, and of that 6 were female.

Recruitment

Recruitment has been extremely difficult during the year. The talent pools for both permanent and temporary labour have been tough. That said, we recruited 74 employees during 2021-22 as we have changed our approach to temporary work to attract and retain in a challenging market. Of the 74 new employees, 32 were female (43%).

Declaration

I confirm the information and data reported is accurate as of the snapshot date, 5th April 2022.



Peter Cunningham
Head of Human Resources and Compliance