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2022

Gender Pay
Gap Report

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“I am focused on correcting historical imbalances inside BMT Ltd, widening the scope of our reporting, and making sure the current gender pay gap is closed.”

Sarah Kenny
Chief Executive, BMT



Chief Executive's Message

Our Diversity, Equity and Inclusion (DE&I) strategy is a business imperative for BMT. We know that true diversity, equity, and inclusion is foundational to achieving our core business purpose (and the reason we get out of bed every day): to navigate the most important and impactful engineering challenges of our time.

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But in building diverse teams and nurturing an environment where employees are engaged, thriving and feel a sense of belonging, we need to work consistently on closing the gender pay gap.

Following the restructuring of our legal entities in the UK, our fourth Gender Pay Gap Report 2022 provides an interesting snapshot of our progress towards this goal. It strongly reinforces planning already underway to address the gap mainly caused by the legacy of a senior male workforce but with a younger female cohort rising through the business.

The Executive Committee are focused on correcting historical imbalances inside BMT Ltd, widening the scope of our reporting, and making sure the current gender pay gap is closed.



Global People Director's Message

I am privileged to be a member of the BMT Executive Committee, where four out of the six senior leadership roles are held by women – including our Chief Executive, Sarah Kenny.

Over a third of the business is female, and whilst this is an encouraging statistic in the STEM industry, our ambition is to attract and retain more women to continue to improve our gender balance. This includes more women at senior career levels, and in STEM roles.

Over the past two years, we have focused on building the foundations of inclusion at BMT. This year, we are building on those foundations as we enter the next phase of our DE&I planning: implementing data infrastructure, establishing relevant KPIs, and measuring progress, as well as trialling new schemes to attract women back into the workforce and supporting the progression of women into senior positions.

The data from this year's gender pay gap report is integral to our understanding and will help shape the concrete actions we must take to bridge this gap, including the introduction of a salary banding structure, and corrective actions around salary where needed.

“We want to close our gender pay gap, and commit to full transparency with our employees, customers and stakeholders as we navigate the path to doing so.”

This statement confirms that the published information is accurate at the time of publishing.

Gudrun Neumann

Global People Director



Gender Pay Gap Report 2022

Since the last report, BMT has restructured its legal entities in the UK. BMT now has a single UK reporting entity with >250 employees (660 in total), called BMT Limited.

The consolidation of the BMT subsidiaries in the UK has negatively impacted the current gender pay gap due to a higher proportion of males employed in subsidiaries not previously reported.

Additionally, BMT Limited does not hold the 'Global Business Service' functions such as Future Business (Sales & Marketing), People Team (HR), Commercial, IT, Operations, or the CEO's Office. These central business functions contain a number of senior women, however for the purposes of this report, they are not included in the statistics.

Like many companies that attract a large STEM population (science, technology, engineering and maths experts),

we historically employ more men than we do women. The difference in pay is primarily due to our employee profile, with more men employed by BMT Limited in higher career level roles (BMT Career Levels 1-7) and more women in lower career level roles. This uneven weighting is more pronounced this year due to a high proportion of females entering BMT Limited at graduate and apprentice level as a direct result of our work to attract young women into STEM related roles.

Ironically, this recruiting success has contributed to the widening of our gender pay gap in the short-term, however our retention and development policies should rectify the imbalance in the mid to longer term.

Bonus payments

Changes were made to our Employee Incentivisation scheme in October 2019. Our first eligible payments from the bonus elements of the scheme (Performance Related Bonus and Employee Dividend), were both paid in June 2022 and are therefore excluded from this reporting period.

The bonus data illustrated in this report is made up of smaller or exceptional spot bonuses paid in the year up to April 2022 (and does not form part of our global Employee Incentivisation scheme).

Whilst the data shows an even number of females and males receiving spot bonuses (pre-April 2022), the amounts are on average much higher for the proportion of males on higher salaries or working in exceptional conditions.

We anticipate that our 2022 bonus data will present greater parity in both proportion of males and females receiving a bonus, but also in the average bonus amount. This will be based on the Employee Incentivisation scheme paid out in June 2022, and the introduction of our 'Celebrating Excellence' programme designed to recognise and reward exceptional individual performance.

Our data: 2022

At the time of this snapshot in April 2022, the total number of employees within scope for the Gender Pay Gap report was 660: 495 males (75%) and 165 females (25%).

Data published by the Office for National Statistics showed that among full-time employees in the UK, the average gender pay gap in April 2022 was 8.3%.

When compared to the BMT gender pay gap of 23%, it is clear there is work to be done.

Salary

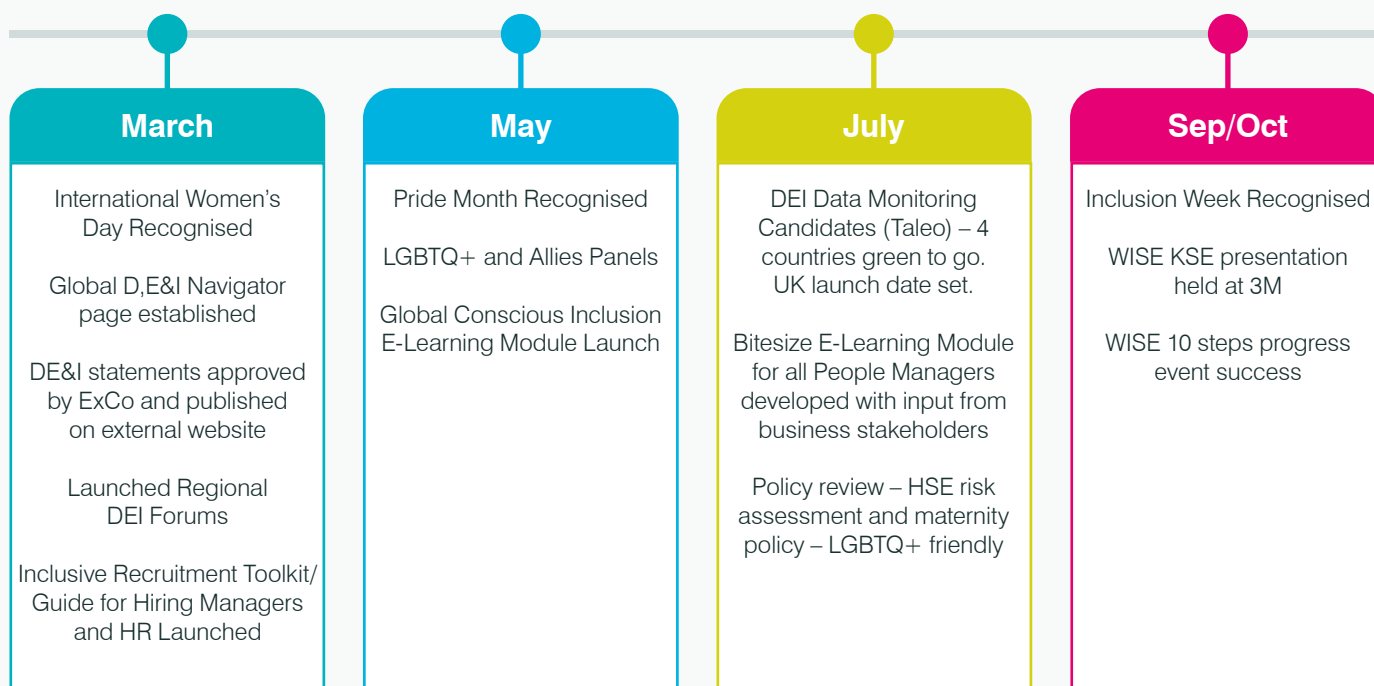
	2022	2021	2020	2019	2018
Mean salary gap	21	18	16	20	30
Median salary gap	23	16	15	19	31

Bonus

	2022	2021	2020*	2019*	2018
Mean gender bonus gap	27.3%	0.5% <small>*women's mean is 0.5% lower</small>	78.6% <small>*women's mean is 78.6% lower</small>	-38.1% <small>*women's mean is 38.1% higher</small>	14% <small>*women's mean is 14% lower</small>
Median gender bonus gap	14.7%	0% <small>*women's median is the same as men's</small>	-69.1% <small>*women's median is 69.1% higher</small>	3.6% <small>*women's median is 3.6% lower</small>	25% <small>*women's median is 25% lower</small>

*Some larger payments for a legacy sales commission scheme skew the data for 2019/2020

What have we done? Highlights 2022



What are we doing next?

Regardless of any exceptional circumstances surrounding our data snapshot of April 2022, there is an ongoing need for a comprehensive plan of activity to progress our DE&I objectives, and address the imbalance created by the gender pay gap at BMT.

We are:

- Building on our inclusion learning offerings by launching bitesize modules for all People Managers on conscious inclusion and bias in decision making
- Reviewing diversity and inclusion data from BMT's 2022 Employee Engagement Survey and publishing an insights report
- Presenting options analysis to improve the robustness of our internal demographic data capture
- Establishing a DE&I dashboard - integrated and analysed against all people data
- Planning a programme of pulse surveys on DE&I so our employee voices can be heard
- Establishing a BMT wide Gender Pay Gap report - not just for the UK
- Executing a targeted DE&I communications and engagement plan
- Seeking accreditation with Flexa to help BMT access a more diverse talent pool and boost its talent acquisition strategy.
- Reviewing our family-friendly and people policies with an inclusive lens to ensure we attract a more diverse talent pool and set BMT women up for success
- Expanding our employee networks to include a Senior Women's Network to mentor, encourage and promote BMT women to achieve their career potential
- Reviewing and launching a pilot STEM returners programme
- Reviewing and obtaining DE&I best practice membership and accreditation
- Introducing salary banding system to provide transparency, respect, and equal reward for employees
 - Analyse current salary structure (salary spread within bands, global comparison, gender comparison)
 - Introduce salary banding structure, using market intelligence and best practice factors
 - Corrective action where needed

Did you know ?

1

Evidence shows that listing salary range on a job advert and not asking applicants to disclose salary history provides a firm footing for women to negotiate pay on an equal basis. We believe this could have a significant impact in closing salary gaps and tackling pay inequality. Once salary analysis has been undertaken globally in BMT, and bandings produced, we will be looking to publish salaries on all job adverts.

2

Research and employee feedback shows that returning to STEM roles after taking time out to care for loved ones can present significant challenges. We will be looking to launch a new returners programme to help women back into STEM careers at BMT with specific training, development and support.

Spotlight on...



“DE&I supports us in attracting talent and skills into the organisation enabling wider perspectives and increased expertise that support us in delivering more meaningful outcomes towards global challenges such as climate change. We have established regional DE&I forums and use data from our employee engagement survey to refine strategy and future planning.”

Laura Blake
Sustainability Manager



“We know that Diversity, Equity and Inclusion is critical to achieving our purpose as a business, and this is reflected in our BMT Strategic Objectives for 2022/23. I am dedicated to doing everything I can to lead, influence and encourage DE&I in our attitudes, in our decisions, and in our actions.”

Phil Metcalfe
Regional Business Director UK/Europe



“We all have a part to play in closing the gender pay gap. By providing more development opportunities and celebrating our female colleagues we can actively encourage and empower our women to take on positions of leadership and use their voice. By challenging gender bias, we can champion our female workforce and set a real example to industry”

Laura Star
Naval Architect, BMT UK/Europe

“In 2022 we launched our Regional DE&I Forums at BMT. As Chair of the UK & Europe forum, I am pleased to be working collaboratively with DE&I advocates who represent our people, helping to inform, shape and deliver our collective DE&I business objectives. I am looking forward to working collaboratively in the design and launch of a pilot STEM returners scheme in the UK. Collaboration is one of BMT’s values, and it’s fundamental to our success in DE&I.”

Simon Gould

Chair of Regional DEI Forum, UK/Europe



“The Australian Government has recently introduced a new bill* to mandate pay transparency to close the gender pay gap. I am looking forward to working with my peers globally to produce a global BMT gender pay gap report outlook for the first time, working together to put actions in place to reduce our gender pay gap.”

*Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2022

Christina Federici

Head of People, APAC



“The most successful businesses are ones who encourage diversity of thought, experience, and approach. Active sponsorship and empowerment of talented, bright individuals to be leaders in our organisation is critical to our future success. By challenging gender bias and creating development opportunities to establish equity throughout, we can be an exemplar to others.”

Colleen Martin

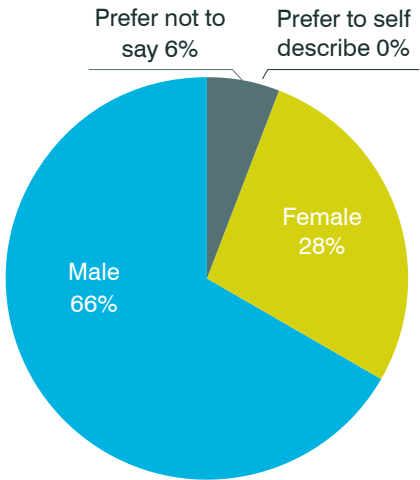
Business Area Lead for Environment UK



Statistics at BMT (whole company) level

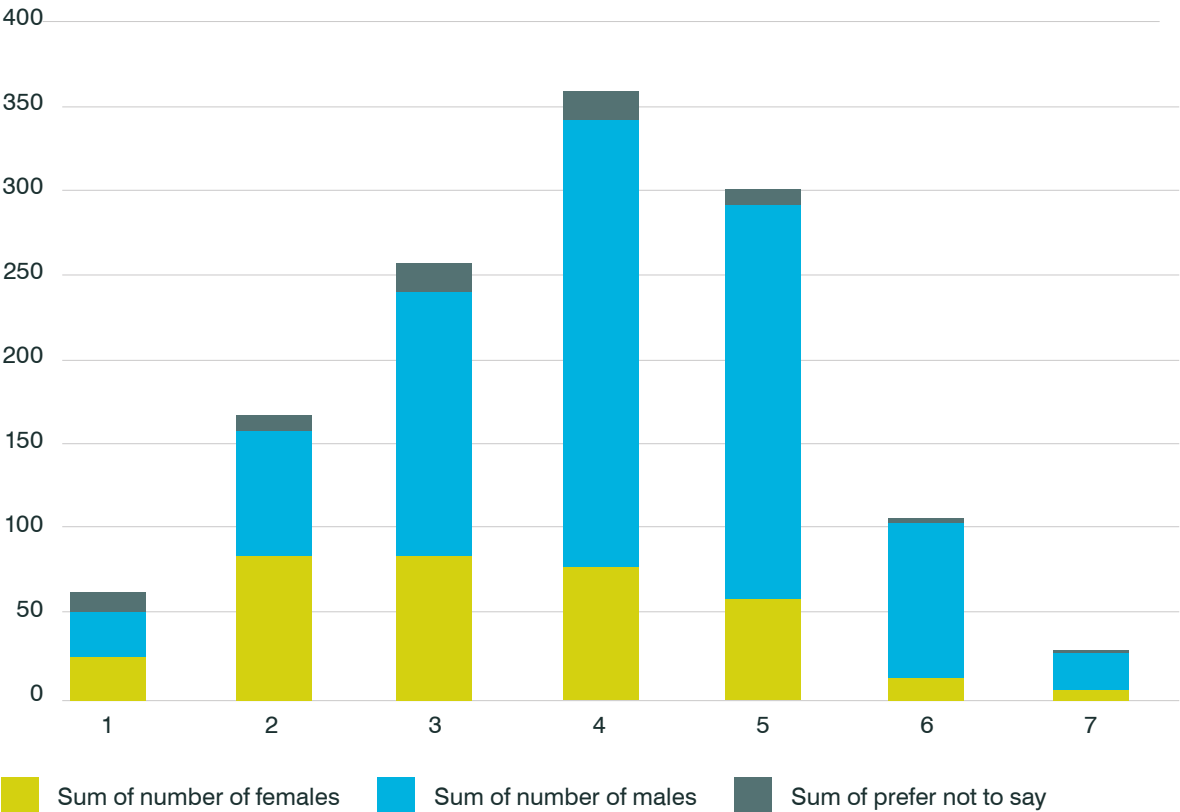
Gender

Descriptor	% of employees 2022	% employees 2021
Male	66	64
Female	28	30
Prefer to self-describe	0	0
Prefer not to say	6	6



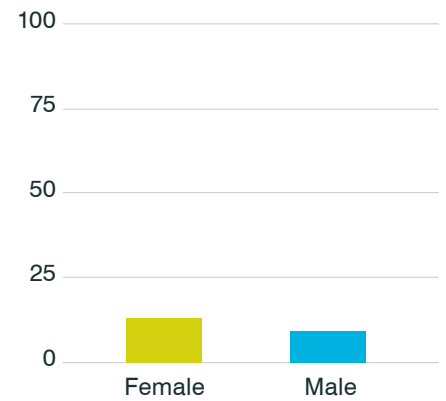
Gender distribution by career level, as at January

Career levels	% Female	% Male	% Prefer not to say
1	42	33	25
2	51	44	5
3	34	59	7
4	23	72	5
5	18	79	3
6	18	80	2
7	22	75	3

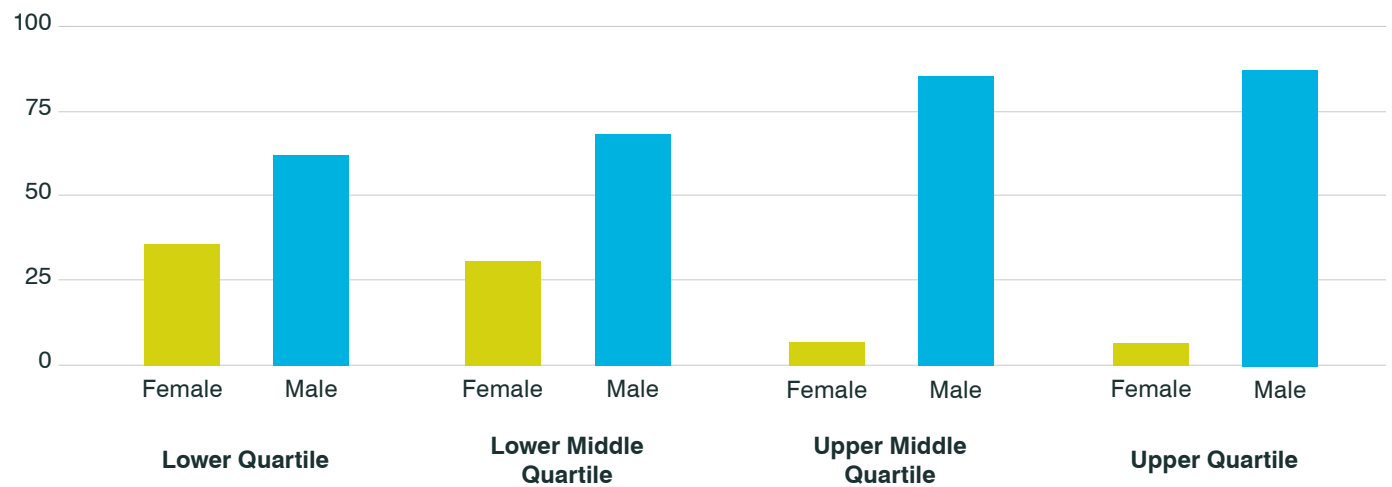


Bonus

Receiving a bonus	Proportion of M/F receiving bonus %
Proportion of females receiving a bonus	15.29
Proportion of males receiving a bonus	14.49

**Percentage of men and women in each hourly pay quarter (Full Pay relevant employees only)**

Quartiles	% Female	% Male
Lower Quartile	36.8	59.6
Lower Middle Quartile	31.3	68.8
Upper Middle Quartile	13.7	85.7
Upper Quartile	13.1	86.9





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