



## Crane Building Services and Utilities Gender Pay Report - 2020

At Crane Building Services and Utilities, we are proud of our values driven culture. We value our associates and the contribution they make. Respect and equality are at the heart of our organisation and that includes the way we pay and reward all our associates.

The report below relates to the period ending April 2020 and includes the following data points:

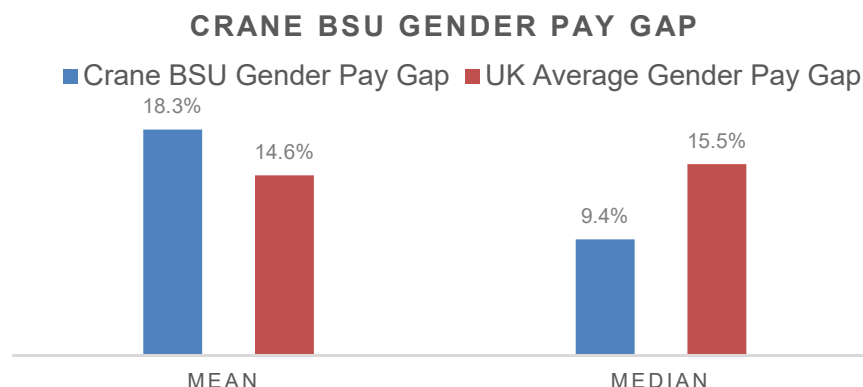
- Mean & Median Gender Pay Gap in hourly pay
- Mean & Median Gender Bonus Gap
- Proportion of men and women who receive a bonus
- Distribution of men and women across pay quartiles

The Gender Pay Gap is not the same as Equal Pay. The Equal Pay Act of 1970 deals with pay differences between men and women who carry out like work, work of equal value or work rated as equal. Having reviewed our data, we can confidently say that we continue to pay men and women equally for the same work. We have a working environment where there are equal opportunities for all our associates, so they can fulfil their potential and contribute to the success of our business, irrespective of gender.

The Gender Pay Gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonuses of male and female associates, expressed as a percentage of male associate's earnings' or bonus. Various factors influence the gap such as demographics of the associates and the type of roles men and women undertake. The Gender Pay Gap does not take into account experience, work location, or job role.

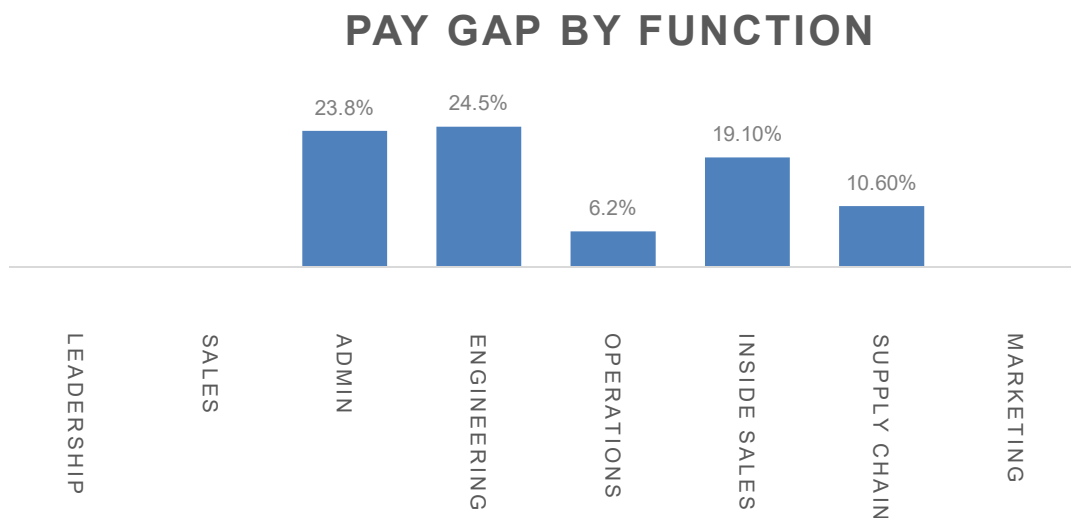
### Gender Pay Gap

The chart below shows our Gender Pay Gap. In Crane BSU, based on the mean average, women's hourly pay is 18.3% less than that of men and 9.4% less based on the median average. This compares to the UK averages of 14.6% and 15.5% respectively (*Office for National Statistics 2020*).



Our data shows a Gender Pay Gap in favour of men. At Crane BSU we have a clear and common approach to pay and compensation. We pay associates equally for the same or equivalent work, regardless of gender, and therefore are confident that the Gender Pay Gap does not stem from paying men and women differently. Since the period ending April 2019 our mean pay gap has improved from 19.9% to 18.3% and our median gap has improved from 17.7% to 9.4%. Relative to 2019, we have proportionately more females in the higher two quartiles of overall pay which has driven a reduction in our mean and median pay gap.

## Gender Pay Gap by Function

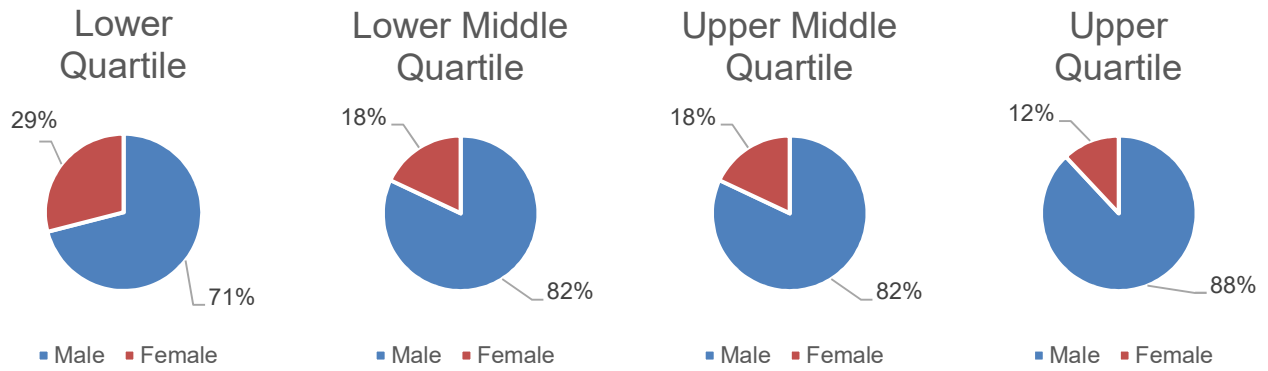


Crane BSU is an engineering and manufacturing company. The Gender Pay Gap we are reporting is not unusual for companies like ours because we employ many associates with qualifications in STEM (science, technology, engineering and math) related fields and the number of women who work in these fields is proportionately less than the number of men. Just 12.4% of engineering professionals are women according to the Women's Engineering Society 2020.

- Our Engineering team is predominantly male and both of our Engineering Managers are male which is contributing to the pay gap in this department. We continue to work with the Women's Engineering Society and are confident that our partnership will drive greater gender diversity in this group in the future.
- In our administrative functions (IT / Finance / HR) we have a good balance of males and females overall, but the more junior roles such as HR and finance administration are more heavily populated by females leading to the pay gap shown.
- Within Inside Sales, whilst the team is 33% female, proportionately males occupy more of the technical/ management positions which is driving the pay gap of 19%.
- Manufacturing associates are paid equally for the same type of work. The remaining pay gap of 6.2% is an improvement against 17% in 2018 and 13.1% in 2019. We are proud of this improvement which demonstrates that changes to our manufacturing processes are making the work more equally attractive to both genders. The remaining gap arises due to us having a large number of male associates with especially long service that has resulted in them possessing a greater variety of skills that warrant additional pay.

## Gender Split by Pay Quartile

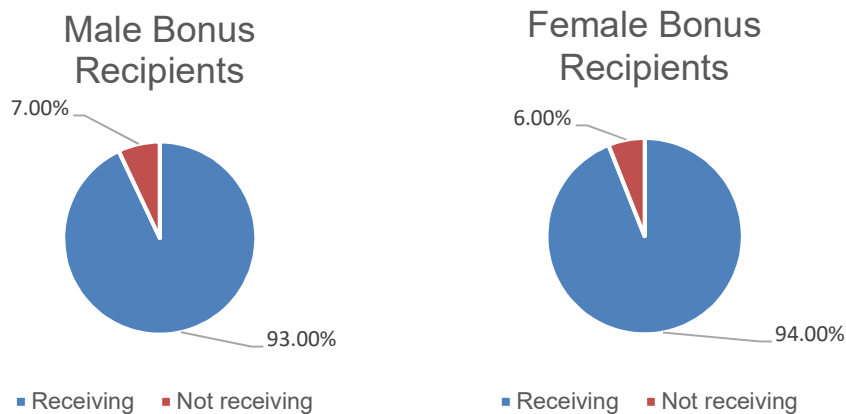
At Crane BSU the upper two quartiles are heavily populated by males in leadership, engineering and sales roles, which is also not uncommon across the UK engineering and manufacturing sector. We see more gender diversity in lower paid positions and this is something that we continue to understand and work on internally and in conjunction with the Women's Engineering Society, of which we are an active partner.



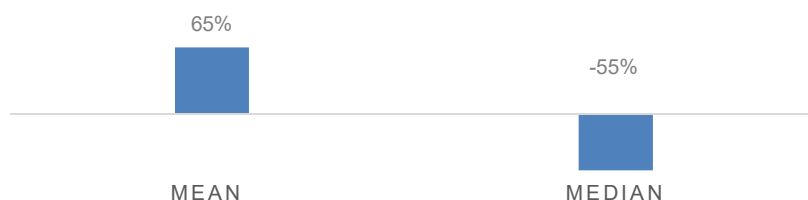
Movement across all quartiles in the last 12 months is also encouraging. In 2019, Females made up 31% of the lower quartile, this is now just 29%, whereas in the lower middle quartile the movement is from 22% in 2019 to just 18% in 2020. In the upper middle quartile, females now make up 18% of the population compared to 14% in 2019 and we have seen a 0.4% increase in representation in the upper quartile from 11.8% in 2019 to 12.2% in 2020.

**Gender Bonus Gap**

Rewarding our associates is important to us. All of our associates participate in the Crane BSU bonus program, except associates who join in the 4<sup>th</sup> quarter of any calendar year.



**CRANE BSU GENDER BONUS GAP**



Crane BSU have a consistent bonus plan based on a percentage of salary and overall company performance. Our mean bonus gap of 65% is driven by senior roles being more heavily populated by males. The median bonus for females is 55% higher than that of males because, relatively speaking, we have a large number of males in lower paid roles that attract lower bonuses.

### **Our Actions and commitments**

- We are proud of our values driven culture.
- We ensure we have the right associates in the right roles and that they are rewarded for their skills and contribution.
- We are committed to maintaining equal pay and reward practices.
- We have a robust Intellectual Capital process to drive in house talent development and provide opportunities and support for career progression, irrespective of race, ethnic origin, gender, religion, disability, age and sexual identity.
- We are committed to our ongoing partnership with the Women's Engineering Society and in promoting our industry as a career choice for males and females.

### **Accuracy of Report**

I can confirm the accuracy of this report.

A handwritten signature in black ink, appearing to read 'SDalrymple', with a long horizontal stroke extending to the right.

Scott Dalrymple, Vice President, HR  
13/04/21