



Crane Building Services and Utilities Gender Pay Report - 2021

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 2021 and includes the following data points:

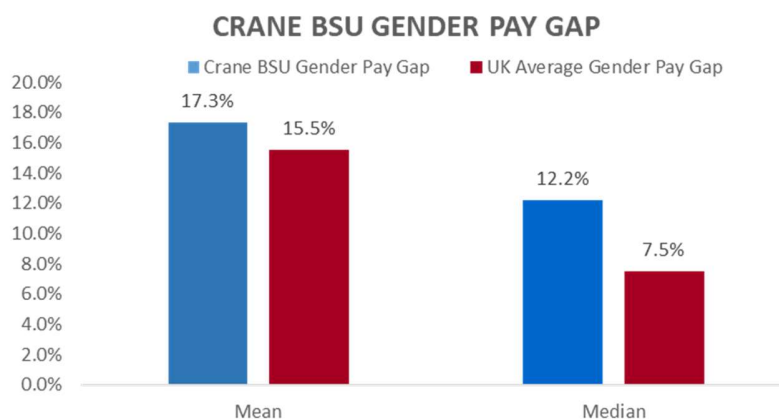
- Mean & Median Gender Pay Gap in hourly pay
- Mean & Median Gender Bonus Gap
- Proportion of men and women who receive a bonus
- Distribution of men and women across pay quartiles

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 17.3% less than that of men and 12.2% less based on the median average. This compares to the UK averages of 15.5% and 7.5% respectively ([Office for National Statistics 2020](#))

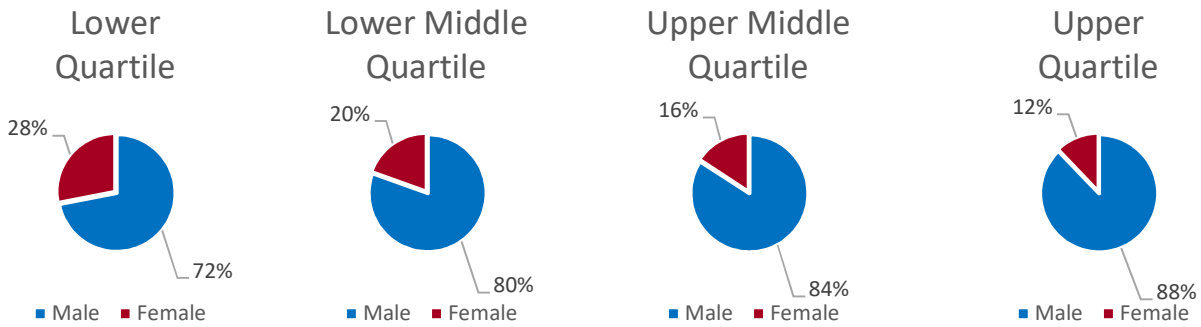


Our data shows a Gender Pay Gap in favour of men. At Crane BSU we have a clear and common approach to pay and compensation. We pay associates equally for the same or equivalent work, regardless of gender, and therefore are confident that the Gender Pay Gap does not stem from paying men and

women differently for comparable work. Since the period ending April 2020 our mean pay gap has moved from 18.3% to 17.3%. Our Median gap moved from 9.4% in 2020 to 12.2%.

Gender Split by Pay Quartile

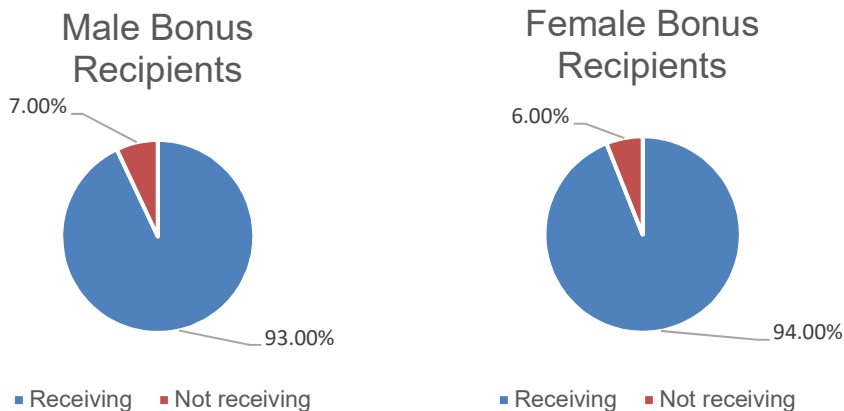
At Crane BSU the upper two quartiles are heavily populated by males in leadership, engineering and sales roles, which is also not uncommon across the UK engineering and manufacturing sector. We see more gender diversity in lower paid positions and this is something that we continue to understand and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



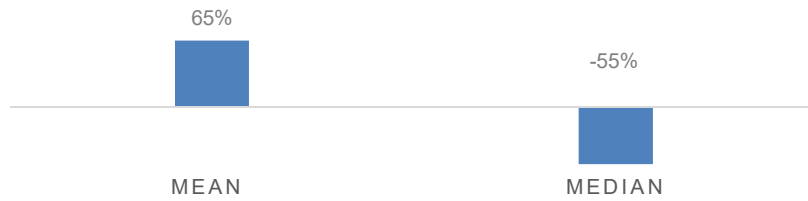
We have seen no change in the percentage of females in the upper quartile since 2020 but a smaller proportion of females in the lower quartile from 29% in 2020 to 28% in 2021. There has been some year on year change in the lower middle quartile, shifting from 18% to 20%. The upper middle quartile having the lowest representation at 16%, dropping from 18% in 2020, linked to this quartile having more skilled technicians and operatives than the other quartiles.

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 4th 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 that we have a diverse and inclusive culture and continually look to build on this.
- 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.

Scott Dalrymple, Vice President, HR
16/03/2022