




# Gender Pay Gap Report 2024

RINA S.p.A UK Entities





RINA Group S.p.A is a global leader in testing, inspection, certification, and engineering solutions across multiple sectors, including Energy, Marine, Infrastructure, Industry, and Real Estate. Committed to sustainability, innovation, and excellence, we support clients in achieving compliance, efficiency, and technological advancement while fostering diversity and collaboration in our workforce.

## **INTRODUCTION**

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The Gender Pay Gap (GPG) measures the difference in average earnings between men and women employed in the UK on a specific date each year. It is calculated by determining the mean and median hourly pay for each gender and comparing the results. Additionally, any differences in bonus pay are also measured and reported.

It is important to note that the GPG is distinct from equal pay, which ensures that men and women receive the same salary for equal or similar work.

In line with current reporting requirements, gender is recorded in a binary format, comparing the pay gap between men and women.

At RINA, we are committed to fostering an inclusive and diverse workplace while delivering excellence in engineering solutions. Our gender pay gap reflects the composition of our workforce, particularly in engineering roles, which remain predominantly male and attract higher salaries due to specialist expertise.

This report, based on data from 5th April 2024, provides insights into salary distribution, gender representation, and working patterns within our UK entities. While we continue to support diversity across our business, we recognise the ongoing challenges within the engineering sector and remain dedicated to promoting greater gender balance and inclusivity in our workforce.



## CONTINUED IMPROVEMENT IN REDUCING OUR GENDER PAY GAP

We are pleased to see the progress we have made in narrowing the gap over the last four years. Since 2022, our mean gender pay gap has consistently decreased, moving from 29% in 2022 to 23% in 2025. Similarly, our median gender pay gap has reduced from 32% in 2022 and 2023 to 28% in 2025. This positive trend demonstrates the impact of our ongoing efforts to promote gender balance within our workforce.

	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
<b>Gender Pay Gap – Mean</b>	23%	26%	27%	29%
<b>Gender Pay Gap – Median</b>	28%	30%	32%	32%

While we acknowledge that further progress is needed, we remain committed to driving meaningful change and fostering a more equitable workplace for all employees.

### QUARTILES

Salary Quartiles 2024	Men	Women
Quartile 1 - Lower hourly pay quarter	54.7%	45.3%
Quartile 2 - Lower middle hourly pay quarter	48.4%	51.6%
Quartile 3 - Upper middle hourly pay quarter	87.5%	12.5%
Quartile 4 - Upper hourly pay quarter	81.3%	18.7%

The quartile data provides valuable insight into the distribution of men and women across different pay levels within RINA UK entities. Notably, there has been a 7.1% decrease in women in the lower hourly pay quartile, indicating progress in moving women into higher-earning roles. At the same time, the 11.9% increase in women in Quartile 2 continues a positive trend from the previous year, demonstrating steady progress. Encouragingly, the 3.2% rise in women in Quartile 4 suggests that more women are securing higher-paid positions within the company. This upward movement across pay quartiles reflects RINA's ongoing efforts to promote gender balance and career progression for women, supporting a more equitable workforce.

## BONUS PAY ANALYSIS

	<u>2025</u>
<b>Bonus Pay Gap – Mean</b>	<b>26%</b>
<b>Bonus Pay Gap – Median</b>	<b>25.8%</b>
<b>Proportion of men receiving a bonus</b>	<b>29%</b>
<b>Proportion of women receiving a bonus</b>	<b>21%</b>

The data reflects a shift in bonus distribution between 2023 and 2024. In 2023, 18% of both men and women received a bonus. However, in 2024, 29% of male employees and 21% of female employees received a bonus, indicating that a higher proportion of men benefited from bonus payments last year.

Despite this, a positive outcome is the significant reduction in the mean bonus pay gap, which has decreased from 46% in 2023 to 26% in 2024. This demonstrates progress towards a more equitable distribution of bonus pay, reinforcing RINA's commitment to improving gender balance and ensuring fair reward structures across the business.



## **DRIVING CHANGE - BEYOND THE NUMBERS**

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At RINA, we recognise the challenges in increasing female representation in engineering, a field where male professionals continue to outnumber females despite growth in STEM participation. To address this and actively reduce the gender pay gap, we have implemented several initiatives throughout 2024 aimed at attracting, supporting, and retaining women in our workforce.

### **EMPOWERING WOMEN THROUGH PROMOTIONS**

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A key milestone in our journey towards gender equality has been the increase in female representation in promotions. In 2024, 44% of all UK promotions were awarded to women, a significant step in breaking down barriers to leadership roles. This approach ensures that women have the same opportunities as their male colleagues to progress into higher-paying positions, traditionally dominated by men. By actively identifying and promoting female talent, we are fostering a more balanced leadership pipeline and closing the gender pay gap at the senior level, where disparities are often most pronounced.

Promoting from within not only retains talented women but also provides clear career pathways, helping to prevent stagnation in lower-paid roles. It allows women to develop their careers without having to seek external opportunities, creating a more inclusive and diverse leadership team that reflects the values of our organisation.

### **MENTORSHIP AND TALENT DEVELOPMENT**

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To further support career progression, we have introduced a mentorship programme which offers support to underrepresented groups. With 40% of UK participants being female and 91% of female applicants successfully enrolled, this initiative provides critical support, guidance, and advocacy for women seeking to advance their careers.

Mentorship plays a pivotal role in addressing the barriers women face in career progression, such as limited access to networks, role models, and leadership opportunities. Through mentoring, women gain valuable insights, career advice, and visibility within the organisation, equipping them with the confidence and skills needed to secure promotions and higher salaries. This programme also reinforces a culture of inclusion and support, benefiting not only women but all underrepresented groups in the workforce.

### **CREATING A SUPPORTIVE WORK ENVIRONMENT**

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Recognising that career progression is closely linked to workplace policies and support structures, we have taken proactive steps to ensure that women feel supported at all stages of their careers. The introduction of the Menopause Policy in 2024 aligns with UK government legislation to protect employees experiencing menopause, ensuring they

have access to reasonable adjustments and workplace support. By reducing the stigma and implementing clear policies, we help retain experienced female employees who might otherwise leave the workforce due to menopause-related challenges - an important factor in closing the gender pay gap.

Similarly, the Carer's Leave Policy, acknowledges the disproportionate caregiving responsibilities often placed on women. By allowing employees one week's unpaid leave per year to care for dependents, we provide greater flexibility and security, ensuring that caregiving duties do not hinder career progression. These initiatives help reduce career interruptions, allowing women to remain in the workforce and continue advancing professionally.

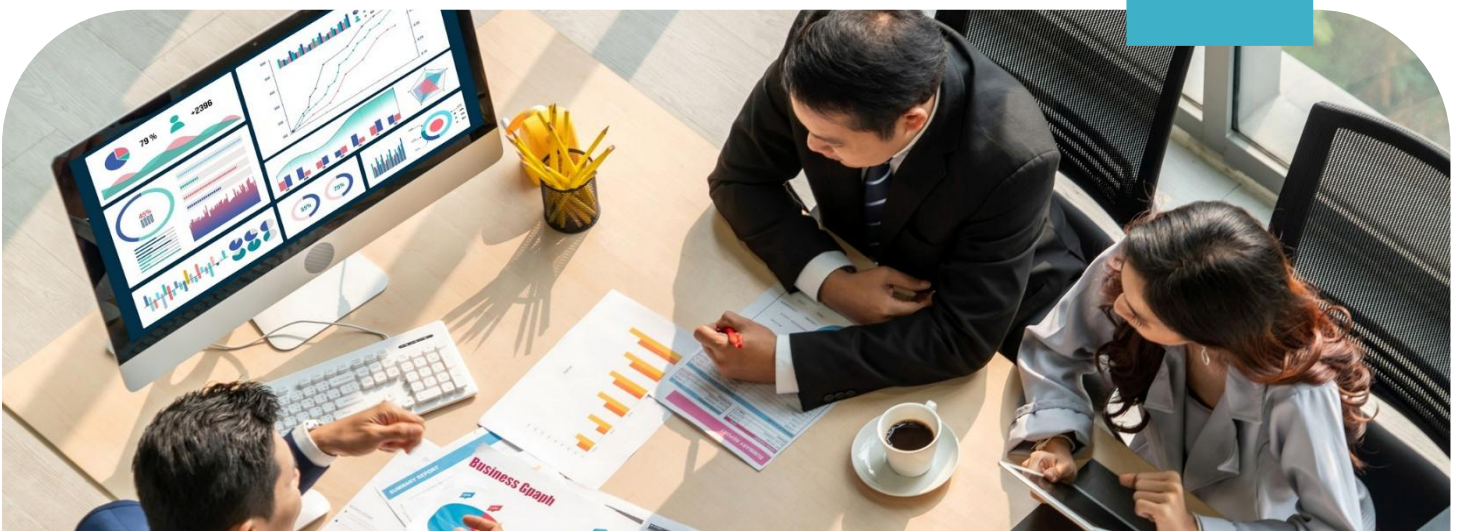
## **FLEXIBLE WORKING: SUPPORTING BALANCE AND INCLUSION**

At RINA, we believe that trust, and freedom to act are essential in creating a workplace where employees can thrive. Our 'Smart Working' initiative underpins our commitment to flexible working practices, ensuring that our people can balance their professional and personal responsibilities effectively. By offering greater flexibility in where and how employees work, we empower working parents and caregivers to manage their home and work commitments more efficiently. This approach not only enhances well-being and job satisfaction but also helps to retain talented women in the workforce, reducing career interruptions that often contribute to the gender pay gap. By fostering a culture that values work-life balance, we continue to build a more inclusive and equitable workplace for all.

## **A FUTURE OF EQUALITY AND OPPORTUNITY**

Through a combination of targeted promotions, mentorship programmes, and supportive workplace policies, we are making significant strides in reducing the gender pay gap and fostering a more equitable workplace. By ensuring that women are given equal access to opportunities, support, and career development, we are building a workforce where talent—not gender—determines success.

Our journey towards gender equality continues, and we remain dedicated to creating an environment where women thrive, progress, and achieve their full potential at RINA.



## **LOOKING FORWARD – OUR COMMITMENT TO FURTHER CLOSING THE GENDER PAY GAP**

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At RINA, we are committed to continuous progress in reducing the gender pay gap and fostering a more inclusive workplace. Building on the initiatives we have already implemented, we have set out plans to further support gender equality and career progression across our UK entities.

### **INTRODUCING STRUCTURED CAREER PATHS FOR BETTER INTERNAL EQUITY**

One of our key actions was to create structured career paths with corresponding pay bands, ensuring that salary progression is clear, fair, and accessible to all employees. By making internal career paths more visible, we aim to remove barriers that may prevent women from progressing into higher-paying roles and leadership positions. This initiative aligns with our broader goal of ensuring transparency and equal access to advancement opportunities.

### **LEADERSHIP TRAINING**

To reinforce inclusivity at a leadership level, we will introduce Diversity, Equity, Inclusion, and Belonging (DEIB) training for leaders. This training will equip our managers with the awareness, knowledge, and tools needed to create an inclusive environment, address unconscious bias, and actively support the progression of underrepresented groups.

### **INTRODUCTION OF AN INCLUSION GROUP**

Additionally, the launch of a UK Inclusion Group will provide a dedicated platform for employees to voice their experiences. This group will serve as a vital resource for fostering an inclusive culture, where employees from diverse backgrounds can share their perspectives and contribute to the development of policies that support equity and inclusion. By actively engaging employees in these discussions, the UK Inclusion Group aims to drive meaningful change and ensure that the company's diversity initiatives are aligned with the needs and experiences of its workforce. This initiative is part of our broader commitment to creating a workplace where every employee feels valued and empowered to contribute to the company's success.

### **SUPPORTING YOUNG PEOPLE INTO STEM CAREERS**

Recognising the importance of attracting more women into STEM careers, we are expanding our focus on early careers. While we already offer a successful graduate programme, we plan to take this further by engaging with local schools and UK universities to inspire the next generation of engineers. As part of this effort, we will be hosting an Early Career Week in the summer, showcasing the opportunities available at

RINA and encouraging more young women to consider careers in engineering and technology.

## **FURTHER SUPPORT FOR FAMILIES**

To better support working parents, we are introducing Neonatal Leave into our policies which goes beyond the statutory requirements, ensuring that employees who experience premature births have the additional support. This initiative, alongside our existing flexible working policies, will help retain talented women in the workforce by providing greater security and support during significant life events.

## **GLOBAL EMPOWERMENT INITIATIVES**

Furthermore, we will be introducing a global Women Empowerment Programme, designed to support, mentor, and develop female employees at all stages of their careers. This programme will create networking opportunities, provide leadership training, and encourage women to take on more senior roles, directly contributing to the reduction of the gender pay gap.

## **DEIB DASHBOARD**

To track our progress effectively, we are also launching a DEIB Dashboard to monitor diversity data across the business. This tool will allow us to identify trends, measure the impact of our initiatives, and make data-driven decisions to ensure we continue moving in the right direction.


## **BROADENING SKILLS WITH JOB ROTATION PROGRAM**

Lastly, we are working on introducing a job rotation programme, giving employees the chance to gain experience in different roles and departments. This initiative will broaden skill sets, increase exposure to new career opportunities, and help more women move into leadership and technical roles that have historically been male-dominated.

## **CONCLUSION**

At RINA, we are committed to creating a fair, inclusive, and diverse workplace where everyone has equal opportunities to thrive. While we have made significant progress in reducing our gender pay gap, we recognise that there is still work to be done. Through targeted initiatives, including enhanced career development, mentorship, flexible working, and diversity-focused policies, we are taking proactive steps to support gender equality across our business. By continuously evaluating our progress and implementing new strategies, we remain dedicated to driving positive change and further closing the gender pay gap in the years ahead.

I confirm that the data reported is accurate



Mark Bairstow MBE, RINA Tech UK Ltd Board