

RINA Group S.p.A (UK Entities) Gender Pay Gap Report 2022

RINA is a global engineering consultancy employing leading technical expertise to support our clients to achieve success through innovation, sustainability, safety and quality. Our talented workforce turns brilliant ideas into excellent solutions.

RINA Group S.p.A (UK Entities) is proud of the excellent service provided to our clients. Our gender pay gap is reflective of the salaries and gender makeup of our engineers, which we know is a predominantly male profession. The salaries we pay our specialist engineers is considerably higher in comparison to our other employees across the business and as a result, this impacts on our company average salaries.

DATA CONTEXT:

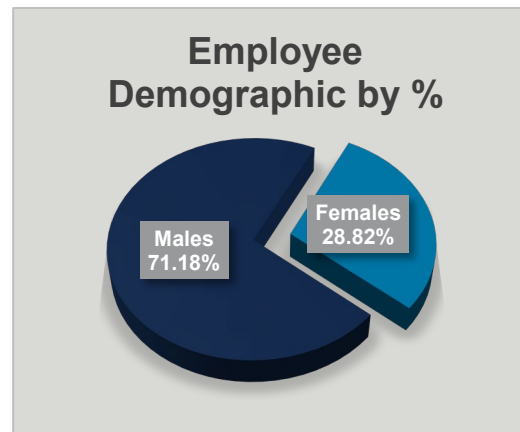
The data collected in this report is from 5th April 2022 and outlines the salary, gender and working time data for all our UK employees. The following provides explanations of the terms used in this report:

- **Hourly rate** – this is calculated by taking the ‘full time equivalent salary’ and dividing it by the number of hours worked per year.
- **Mean hourly rate** – calculated by collecting the total of hourly rate for each specific gender and dividing by the number of people within that gender.
- **Median hourly rate** – is the middle value when hourly rate is ordered lowest to highest for each specific gender.
- **Quartile** – taking all salaries and ordering them from lowest to highest and dividing them into four equal sets.

FACTS & FIGURES:

The number of employees within RINA Group S.p.A (UK Entities) as at 5th April 2022 was 288. This is a reduction of 8 in headcount when compared with the previous year's (2021) numbers, which totalled 296.

The following graph shows the split between genders and reflects an increase of 2.42% of Females, compared with the previous year.



MEAN & MEDIAN PAY GAPS:

	Male Hourly Pay	Female Hourly Pay	The % Delta of Male to Female Ratio
Mean	£26.52	£19.30	27%
Median	£25.28	£17.30	32%

The above table highlights the gap between Male and Female hourly pay of all the employees across the company as of 5th April 2022. When comparing mean (average) hourly pay, women's mean hourly pay is 27% lower than men.

The median hourly pay for Male is £25.28 and for Female is £17.30 which means, for every £1 a male earns a female earns 68 pence.

PROPORTION OF MALES & FEMALES BY QUARTILE:

The table below shows the percentage of Males and Females in each respective salary quartile.

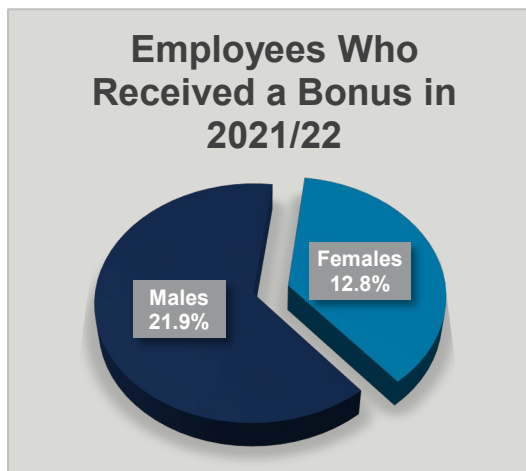
Salary Quartiles	Males	Females
Quartile 1 - Lower hourly pay quarter	45.71%	54.29%
Quartile 2 - Lower middle hourly pay quarter	71.43%	28.57%
Quartile 3 - Upper middle hourly pay quarter	84.29%	15.71%
Quartile 4 - Upper hourly pay quarter	86.96%	13.04%

NOTE: The quartiles are based on salaries after salary sacrifice and are created by taking each employee salary and ordering them from lowest to highest, then dividing them into 4 equal quartiles. Salary sacrifice includes pension contributions. This means all pension contributions

made by an employee are deducted from the gross annual salary in order to calculate the hourly rate.

The table above shows that, there has been an increase of 4.93% of women in Quartile 4 when compared to the previous year. Women now occupy 13.04% of the highest paid jobs within RINA Group S.p.A (UK Entities). This shows our commitment to ensuring we make positive progression in closing the pay gap between our men and women employees.

PROPORTION OF MALE & FEMALE BY BONUS:



This chart shows that of the 201 (Full Pay Relevant) Male employees within RINA Group S.p.A (UK Entities), 21.9% received a bonus in comparison to the 78 (Full Pay Relevant) Female employees of which 12.8% received bonuses.

This means that men are 9.1% more likely to receive a bonus payment than women.

Out of the 54 employees that received a Bonus in 2022, 81% were Males and 19% were Females.

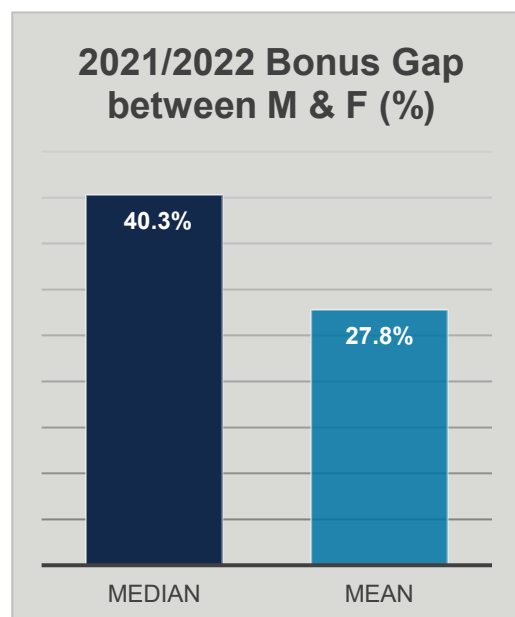
THE MEAN (AVERAGE) OF BONUS PAY:

The chart to the right shows RINA has a 27.8% mean (average) bonus pay gap. This means that on average, men are paid 27.8% more in bonus pay than women.

THE MEDIAN OF BONUS PAY:

RINA has a 40.3% median bonus gender pay gap. This means that when using the median, men receive 40.3% more in bonus pay than women. Therefore, for every £1 a male receives in bonus pay, a female receives 59.7 pence.

This has seen a small improvement of women's bonus earnings compared to last year's bonus pay gap.



OUR CONTINUAL COMMITMENT TO REDUCING THE GENDER PAY GAP:

Although external industry data analysis notes that the proportion of females into Science, Technology, Engineering and Maths (STEM) disciplines has increased in recent years, there is still a disproportionate number of females entering engineering professions compared with males. At RINA we are continually looking at how we can attract more females into our workplace and close the gender pay gap with their male colleagues.

The specific activities we have undertaken to encourage more females into the engineering discipline and to reduce the gender pay gap are:

UK COMPANY POLICY REVIEWS:

We have reviewed and improved our UK Maternity Policy, UK Shared Parental Leave Policy & UK Adoption Leave Policy. They have all changed from:

- 6 weeks Statutory Maternity Pay (90% of salary), to 20 weeks Enhanced Maternity Pay (full pay).

This reflects the commitment from RINA to ensure we are offering and supporting competitive and fair policies to our employees. We have ensured that our female employees are now not disadvantaged by taking time off for childcare responsibilities, as well as ensuring equal fairness for both male and female parents, with our enhanced Shared Parental Leave and Adoption Leave policies.

FLEXIBLE WORKING PRACTICES:

At RINA we have adopted excellent flexible working practices, underpinned by our 'Smart Working' initiative. This flexibility has enabled our working parents to have more choice in how they work and where they work from, better balancing their individual home life and work commitments.

EQUAL OPPORTUNITIES:

We are an Equal Opportunities employer and we run a robust recruitment process. As part of our talent plan, we use information gathered at recruitment stage to inform ongoing development plans for our people. This helps educate our managers in hiring and developing their staff, and supports our decisions to develop our leadership pipeline for the future. Further, it also helps with engagement and ensures that Females receive the support they may require, regardless of their personal backgrounds and experiences.

The data collected also informs our hiring processes to ensure all our employees are paid a competitive market rate and based on their capability, they are accordingly graded and placed in the correct pay band.

EMPLOYER RECOGNITION SCHEME:

We received GOLD status under the government Employer Recognition Scheme for our Defence business unit in 2021 and SILVER for our remaining business units. This is an active way to ensure we support ex-military personnel who still want to serve their country, in some capacity.

SUPPORTING OUR SOCIETY:

We know that to change the way society and businesses treat, develop and promote women, there needs to be an inclusive activity by both genders. By sending our engineers out to schools we inspire both girls and boys to consider engineering as a profession. The message we send to our young people is as important to us as the message we send to our own employees. We want females to understand their career paths and to understand the importance of financial freedom and how that aids better career choices.

GRADUATE PROGRAMME:

RINA has an established 3-year Graduate Programme which hires on a yearly basis across all our business units, so we may continue to widen our talent pool and encourage female applicants into the STEM industry. Within this programme our graduates gain the experience to become technical experts within their areas and become Consultants at the end of the programme. Competitive salary increases are given every 6 months in line with their individual progression. We have been strengthening our presence and engagement with Graduates through our presence on the Gradcracker website, as well as attending University Career Fair days.

STEM ACTIVITIES:

We support our engineers who act as STEMNET Ambassadors and allow paid time off for their work.

TALENT MANAGEMENT:

We are in the process of embedding better talent management activities including coaching for success and career mapping. This will naturally include more focus on supporting and encouraging females to take greater control over their own careers.

We offer support to all employees in achieving chartered or incorporated status.

As a levy paying employer, we are proud to offer our employees the opportunity to continue their development both technically and professionally.

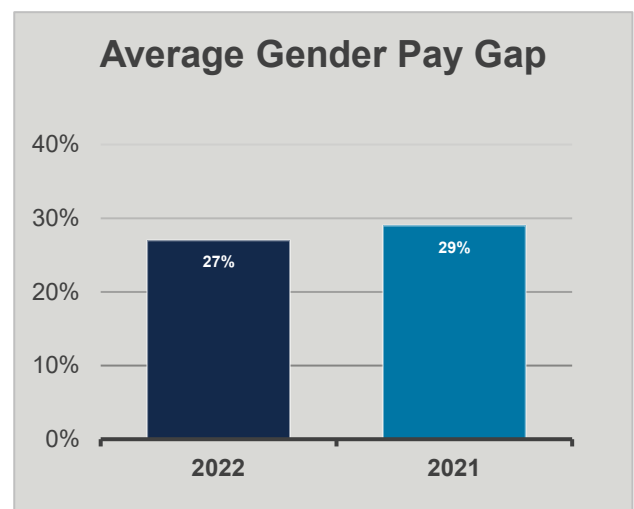
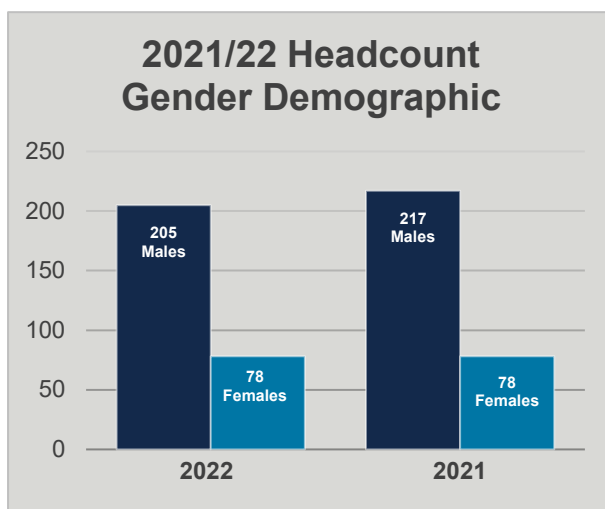
GLOBAL MOBILITY:

We continue to champion our employees to be able to work on project opportunities that arise globally. We have recently undergone an internal project to ensure all our employees have captured their skills, qualifications and project experience on our internal Skills Management Tool so we can ensure we align our best employees to the project work we win.

2022 GENDER PAY GAP COMPARISON:

Some Key observations of the 2022 pay gap comparison:

- The recruitment of talented individuals remains a challenge. With post pandemic changes in 2021, RINA recognised the need to work on items that not only attract but also retain employees.
- Our headcount has remained stable, but we have seen challenges in retention. Those challenges have not seen a worsening of our demographic model.
- The average gender pay gap between males and females has reduced by 2% in April 2022. Narrowing the gap between genders by 2% is a positive step towards ensuring pay parity across our demographic.



FUTURE INITIATIVES:

As we look towards 2023/24, we will continue to put our people at the heart of what we do. Our RINA Group Head Office provides direction for our overall people strategy, and we continue to recognise the need for systemic change. There will be greater focus on providing activities around:

- Career progression models
- Management capabilities
- Leadership pipelines
- Unconscious bias
- Improved communication
- Reward performance based on merit
- Improved workforce planning
- Holistic approaches to talent management

I confirm that the data reported is accurate:

Business unit Directors of RINA Group S.p.A (UK Entities)

Head of Human Resources, RINA Tech UK Ltd.