

# Gender Pay Gap Report

## 2021/22

# GENDER PAY GAP REPORT 2021/22

## Gender Pay Gap Reporting

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. Any employer with 250 or more employees on a specific date must report their gender pay gap data.

The data included in this report is based on a snapshot from 5th April 2022. As a company with over 250 employees on this date, Denholm Industrial Services Limited has a statutory requirement to report our gender pay gap data, which has been calculated in accordance with the regulations set out by the UK Government.

2022 is the first year Denholm Industrial Services reached the 250-headcount threshold, therefore we do not have published data from 2021 against which to draw a comparison.

## What We Do

Denholm Industrial Services supports the construction and preservation of assets and the building and maintenance of naval vessels that are critical to our nation's security and everyday living.

We operate across the UK, in the challenging environments of construction, infrastructure, power and marine. As well as providing scaffolding, specialist access and protective containment solutions that enable essential works to be carried out, our surface preparation, coatings and insulation services preserve and extend asset lifespans by protecting them in their harsh operating conditions. On large-scale projects, particularly in naval defence, our stringent industrial cleaning service operates with all trades to prevent the potentially dangerous accumulation of waste.

Wherever we work, safety always comes first: we are committed to the safety of our employees, the people we work with and members of the public that may be close by.

## Our Workforce

Employing a talented and diverse workforce and offering attractive career paths at all levels is important to Denholm Industrial Services. We are committed to diversity and inclusivity and we do not discriminate based on gender, ethnicity, disability or age. We are keen to promote the opportunities that are open to anyone with a strong work ethic, the required skills and a passion for learning, including people that may not have previously considered a career in industrial services.

Each year, every employee of Denholm Industrial Services is required to formally sign up to the four principles of the Denholm Standard: upholding the law, fairness, integrity and respect.

## Our Annual Wage Framework

We utilise set wage parameters for each role and operate a discretionary bonus scheme, for eligible employees, based on company performance. Each year, Denholm Industrial Services undertakes a robust annual salary review process. Under certain contracts with clients, the local wage rates will be dictated by the terms of the contract.

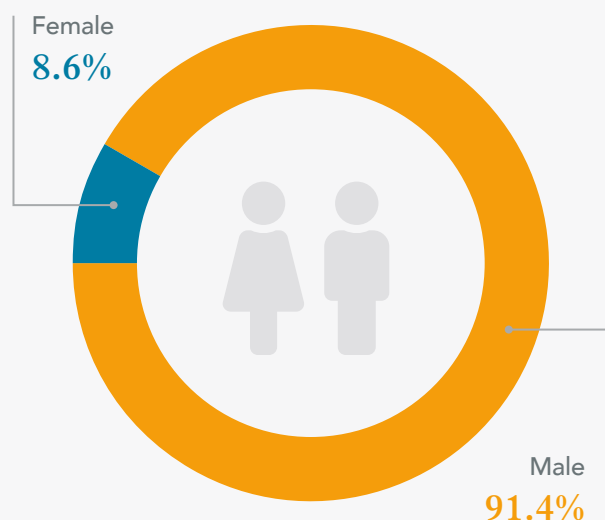
# Gender Pay Gap Data

Employees at snapshot date



342

## Gender balance



Mean pay gap	30.6%
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Median pay gap	22.1%
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Median bonus pay gap	100% (2 individuals)
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Median bonus pay gap	100% (2 individuals)
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Proportion of females receiving a bonus	0%
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Proportion of males receiving a bonus	0.6%
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## Proportion of males and females in each quartile

### Upper quartile



Females	0%
Males	100%

### Upper middle quartile



Females	0%
Males	100%

### Lower middle quartile



Females	12.6%
Males	87.4%

### Lower quartile



Females	21.8%
Males	78.2%

## Commentary

We believe the disparity in our figures between female and male pay is largely due to the inherent nature of the industries in which we operate, as they are not recognised as viable career options by most women. We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently. The talent gap generally begins with very few females joining the industrial services workforce at entry level, resulting in a non-diverse gender candidate pool when job promotion opportunities arise.

Denholm Industrial Services does not operate a formal bonus scheme and paid a discretionary bonus to only two employees during the period. Therefore, while we recognise that no females received a bonus during the period, a very small number of people were paid a bonus overall, in proportion to the size of the total workforce.

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## Our Commitments

Denholm Industrial Services - and the industry at large - recognises the importance of a workforce that is representative of the wider communities of which we are proud to be a part. We believe the actions set out below will set a solid foundation on which to encourage a more balanced workforce in the medium-term.

### Action Plan

- Highlight career options at Denholm Industrial Services via school and college visits
- Launch 'Pathways Programme' in 2023
  - This is a new initiative designed to facilitate career pathways for key roles to ensure transparent promotion opportunities regardless of gender, ethnicity, disability or age
- Roll out 'Valuing Diversity' training across the organisation
- Implement robust policies that cover diversity, inclusion and equity
- Proactively utilise apprenticeships as a mechanism to attract females into the industry

## Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.



**Steve Hill**

Managing Director, Denholm Industrial Services Limited  
4th April 2023