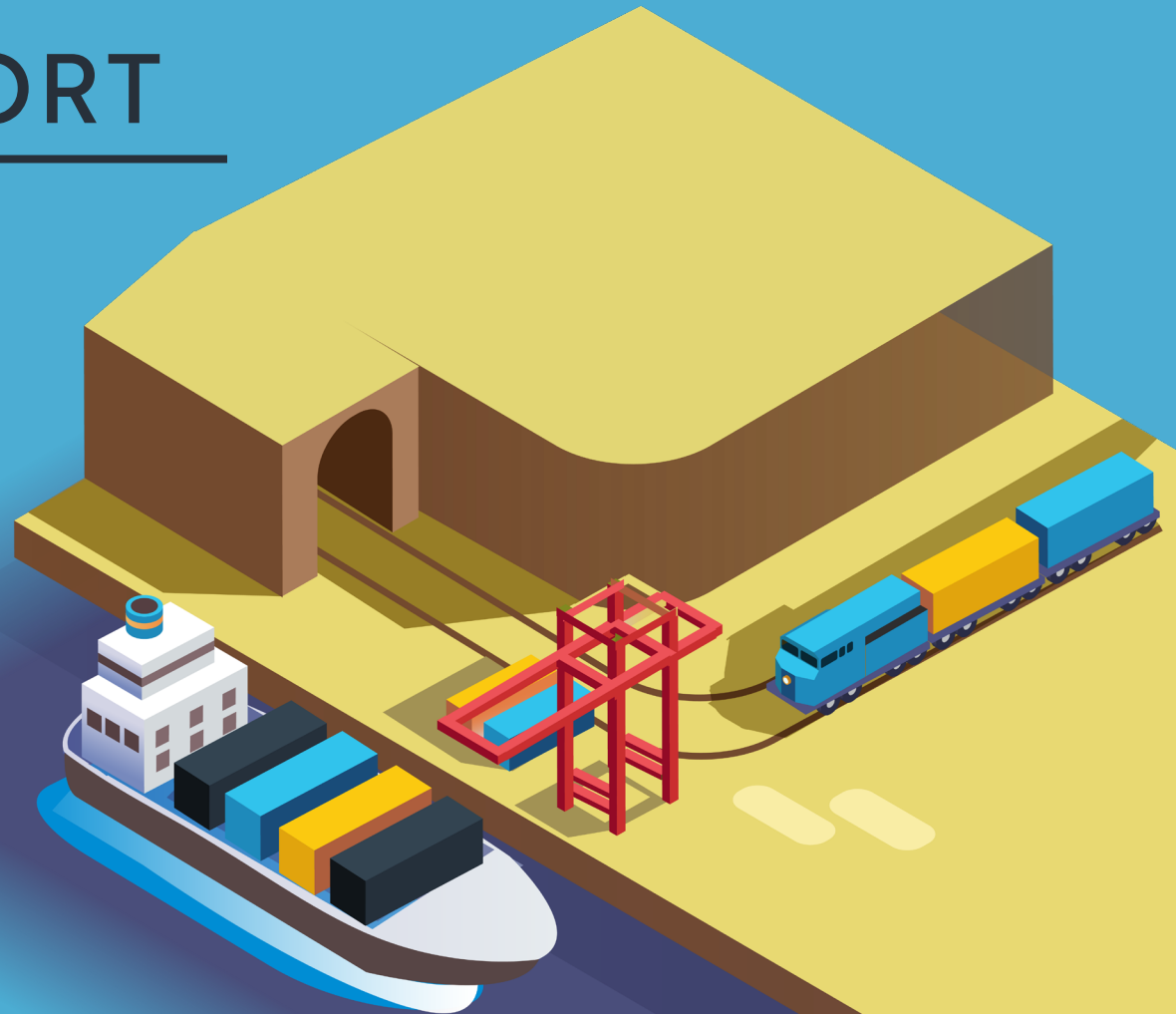




NTS GENDER PAY GAP REPORT

2021





SETH KYBIRD
CEO

At NTS we firmly believe that the diversity of skills, experiences, backgrounds and ideas we have across our workforce creates a richer working environment for us all and a stronger offer for our customers.

We want to attract the best and brightest talent so we can successfully deliver our mission of being the leading global provider of nuclear transport solutions. Making NTS an organisation where people feel respected, included and able to perform at their best is an essential part of that.

This report details our 2021 gender pay gap. In it you will find statistics showing NTS's overall gender pay gap, as well as a breakdown of data from both INS and DRS - the legal entities that came together to create NTS in 2021.

The report shows that the overall gender pay gap for NTS is 21%, which is more than the national average of 15.5%. So we know we need to do better.

We have taken some positive actions throughout 2020/21. With our fellow NDA Group organisations we have set up a Gender Balance group to create a space for employees to exchange ideas, share concerns and receive support.

We continue to celebrate and promote the great work our female employees do through events like International Women's Day and International Women in Engineering Day.

And we play an active part in Women in Nuclear, Women in Rail, and Women in Maritime to support their aims to achieve gender balance within the sectors we operate in.

Moving forward, we are working hard to address our gender pay gap by reviewing and bringing together our policies and procedures into one format, while ensuring they don't disadvantage one gender over another.

The changes we are making will take time to have an impact, but we are committed to creating a welcoming and inclusive place to work where everyone can thrive.

What is the difference between the gender pay gap and **equal pay**?

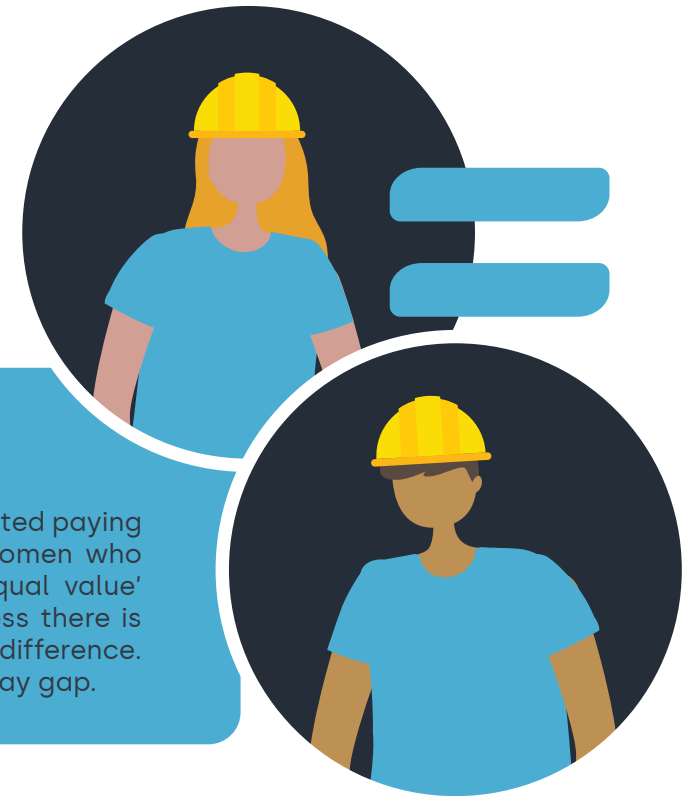
Gender Pay Gap

This report deals with the gender pay gap. This is the differences in the average hourly rate of pay between male employees and female employees. The gender pay gap is reported on both mean (average) and median (mid-point on a distribution) basis.



Equal Pay

UK law has since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is 'genuine material factor' for the difference. This is not the same as a gender pay gap.



The NTS Gender Pay Gap

Number of NTS
Employees: 607

The overall gender pay gap for NTS, when comparing mean, is 21%

This is more than the national average* of 15.5%

The median pay gap is 33%

(*According to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

21%
NTS Gender Pay Gap



15.5%
Pay Gap in the UK*



**Gender
Breakdown
Per Quartile:**

LOWER
55% Male
45% Female

LOWER MIDDLE
76% Male
24% Female

UPPER MIDDLE
95% Male
5% Female

UPPER
84% Male
16% Female

The DRS Gender Pay Gap

Number of DRS
Employees: 473

The overall gender pay gap for DRS, when comparing mean, is 26%

This is more than the national average* of 15.5%

The median pay gap is 39%

(*According to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

26%
DRS Gender Pay Gap



15.5%
Pay Gap in the UK*



**Gender
Breakdown
Per Quartile:**

LOWER
58% Male
42% Female

LOWER MIDDLE
84% Male
16% Female

UPPER MIDDLE
96% Male
4% Female

UPPER
91% Male
9% Female

The INS Gender Pay Gap

**Number of INS
Employees: 136**

The overall gender pay gap for INS, when comparing mean, is 20%

This is more than the national average* of 15.5%

The median pay gap is 28%

(*According to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

20%
INS Gender Pay Gap



15.5%
Pay Gap in the UK*



Gender Breakdown Per Quartile:

LOWER
15% Male
85% Female

LOWER MIDDLE
74% Male
26% Female

UPPER MIDDLE
82% Male
18% Female

UPPER
76% Male
24% Female

Explaining the Gap

This year's data shows us that the DRS gender pay gap has widened by 6% whilst the INS gap has narrowed by 6%. With DRS being the greater proportion of the overall organisation resulting in an increase of 3% of the hourly pay gap from 2020 to 2021. NTS bonus proportion has improved by 6% from the previous year with more females receiving bonus.

DRS

The number of females in the organisation has reduced by 5.5% since the last report, meaning that the organisation now employs 82% male and 18% female. The reduction of females has impacted on the figures since the last report.

There has been no change to the proportion of males and females working in the lower quartile, where the largest proportion of females are employed and no change in the upper middle quartile. There has been a 1% reduction in females employed in middle quartile and a 2% reduction in the upper quartile as a result of changes within the Executive team.

Distribution of bonuses across males and females

The proportion of male and female employees reflects that there are more females receiving a bonus this year compared to previous years (9%), although the average bonus amount is significantly lower due to the reduction of females within the Executive team.

INS

The number of females in the organisation has increased by 6.1% since the last report, meaning that the organisation now employs 61% male and 39% female. The increase in females positively impacted the pay gap when comparing mean.

The majority of females sit within the lower quartile which has decreased by 2% since the previous report. There has been a 3% decrease in females in both the lower middle and upper middle quartile. There is a notable increase in females within the Upper quartile by 7% which is a result of four male colleagues leaving and the appointment of a new female director.

Distribution of bonuses across males and females

All colleagues receive a bonus although there is a 2% decrease in bonus gender difference (mean) as a result of males in senior roles leaving the organisation.

Period 6th April 2020 to 5th April 2021



NTS positive actions taken to reduce the gap

- Launched 'Own your Data, Own your Diversity' campaign in order to improve the quality of our diversity data.
- Celebrated and promoted International Women's Day and International Women in Engineering Day, highlighting the great work our women do, including blogs from females working within Engineering and Operations.
- Set up a Gender Balance group to create a space for employees to exchange ideas, share concerns and receive support.
- Committed to the creation of our NDA Group principles of flexible & agile working, and fairness & meritocracy.
- Continued to invest in development opportunities, including the 'Step Up, Step Across' Group programme for female leaders.
- Implemented a COVID Diversity Impact Assessment to assess any challenges or barriers from the pandemic for minority groups. This led to us introducing an online COVID working parent support group.
- Introduced a 'Choose Respect' campaign including a guidance and expectation document, a communications monthly share, and scenario-based workshop sessions to discuss topics such as 'banter' and inclusive behaviours. This was followed up by the rolling out of online training on 'Banter in the workplace' and 'Creating an environment based on respect'.



Next steps at NTS

Attracting and retaining a diverse workforce is a continuing priority for NTS, including reducing, with the aim of ultimately closing, the gender pay gap.

We are taking forward a series of actions aimed at narrowing the gap and improving diversity within our organisation.

These include:

- Aligning our policies with a 'gender lens' to ensure that they do not inadvertently disadvantage one gender over another
- Creating a menopause policy and identifying a lead responsible for key activities and raising awareness
- Promoting our family-friendly policies and supporting them with management training
- Improving the recording of employee diversity data and working with the NDA group to create a diversity and inclusion survey
- Using this data to support the creation of our diversity and inclusion strategy for 2022-2025
- Investing in our succession planning and talent management activities to identify and retain talented colleagues
- Ensuring that our promotional material is relatable and accessible to all minority groups
- Undertaking a reward project to review pay grades and address any anomalies
- Developing our interview and selection assessments to ensure fairness across all genders

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