



NTS

Nuclear Transport
Solutions

NTS GENDER PAY GAP REPORT

2022



Introduction

This report details our 2022 gender pay gap. You will find statistics showing NTS's overall gender pay gap and a breakdown of data from both INS and DRS - the legal entities that came together to create NTS in 2021.

The report shows that NTS's overall gender pay gap is 14%, a 7% reduction since 2021. I am pleased to report that NTS has fewer females in the lower quartiles and more females in the upper quartiles compared to 2021. However, we still have progress to make in order to eliminate the gap altogether.

Reducing and removing our gender pay gap is the right thing to do. It's also important for our business success and the evidence shows us that we are not making the best of the potential of our current female employees. At a time where business success is so tied to ability to hire and retain talent that means we are missing an opportunity.

We have taken some positive actions throughout 2021/22. We have introduced a new Performance Development System, embedding our cultural principles and providing a consistent set of standards for all line managers to deliver to their teams.

We have invested in our succession planning and talent management activities to identify and retain talented colleagues. We have also improved our diversity data and reporting within NTS.

Moving forward, we are working hard to address our gender pay gap by launching a female focused gender recruitment campaign to introduce more female trainee train drivers into the business.

We are planning to launch the first NTS Women Returners Programme. This programme provides a bridge back to work for experienced professionals who have taken an extended career break.

We are also developing more awareness and understanding across NTS about menopause to ensure that colleagues feel confident in discussing menopausal symptoms openly and can ask for support and adjustments to continue working safely at NTS.

All these changes are instrumental in ensuring we are committed to creating a welcoming and inclusive workplace where everyone can thrive.



SETH KYBIRD
CEO

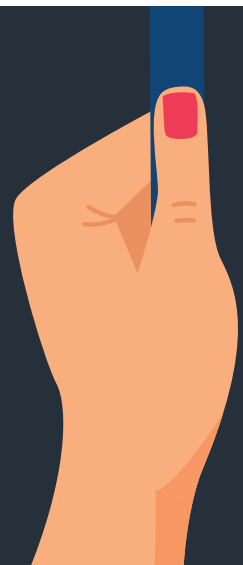
What is the difference between the gender pay and equal pay?

Gender Pay

This report deals with the gender pay gap. This is the difference 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.



About NTS

Nuclear Transport Solutions is part of the UK's Nuclear Decommissioning Authority (NDA), a public body responsible for ensuring the safe and efficient clean-up of the UK's nuclear legacy. We are experts at providing solutions to complex nuclear transport and logistics challenges.

We operate DRS (Direct Rail Services) and PNTL (Pacific Nuclear Transport Limited) who deliver rail and shipping activities, building on decades of experience of providing safe, secure and reliable transport solutions.

*Although we have 721 employees at NTS overall, please note that PNTL employees are not included into the NTS gender pay gap report on page 4.

**132
Females at
NTS**

**589 Males
at NTS**

**721*
employees
at NTS
overall**



The NTS Gender Pay Gap

Number of NTS employees: 579

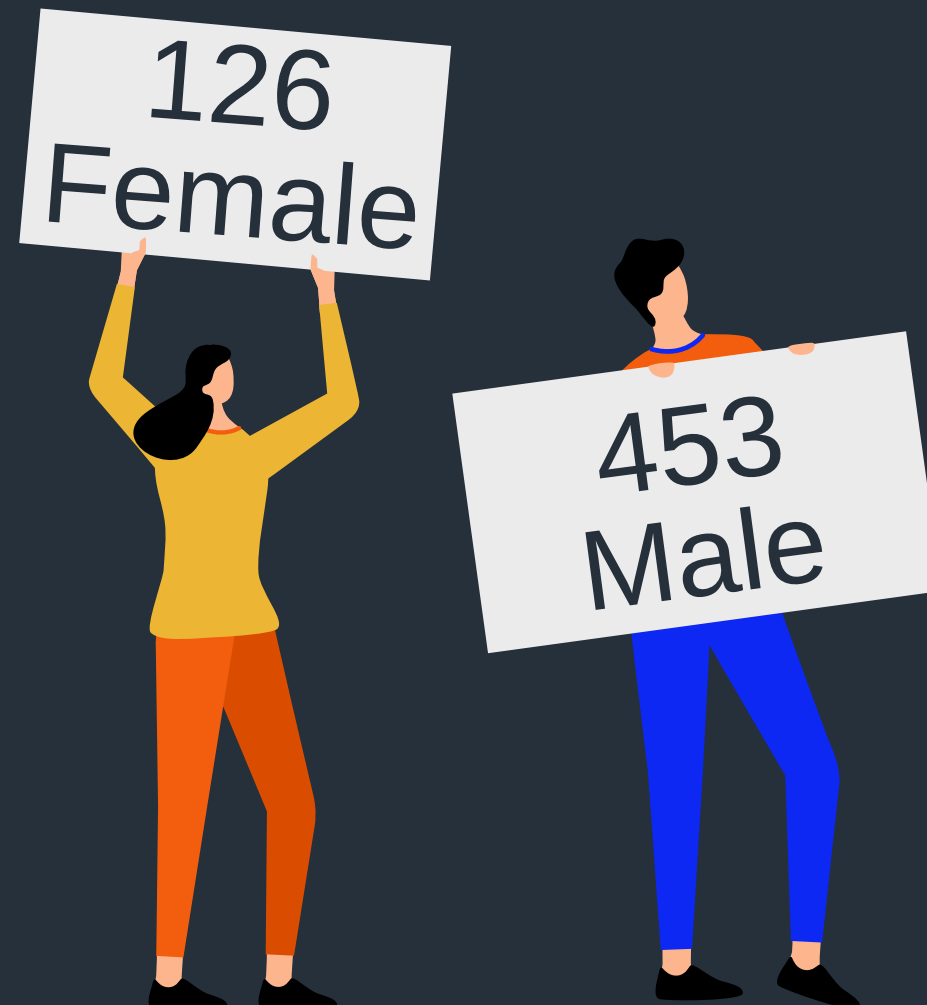
The overall gender pay gap for NTS (DRS and INS), when comparing mean, is 14%

This is less than the national average* of 15.4%

The median pay gap is 31%

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

14%
NTS Gender Pay Gap



15.4%
Pay Gap in the UK*



Gender Breakdown Per Quartile:

Lower
57% Male
43% Female

Lower Middle
81% Male
19% Female

Upper Middle
95% Male
5% Female

Upper
81% Male
19% Female

The DRS Gender Pay Gap

Number of DRS employees: 454

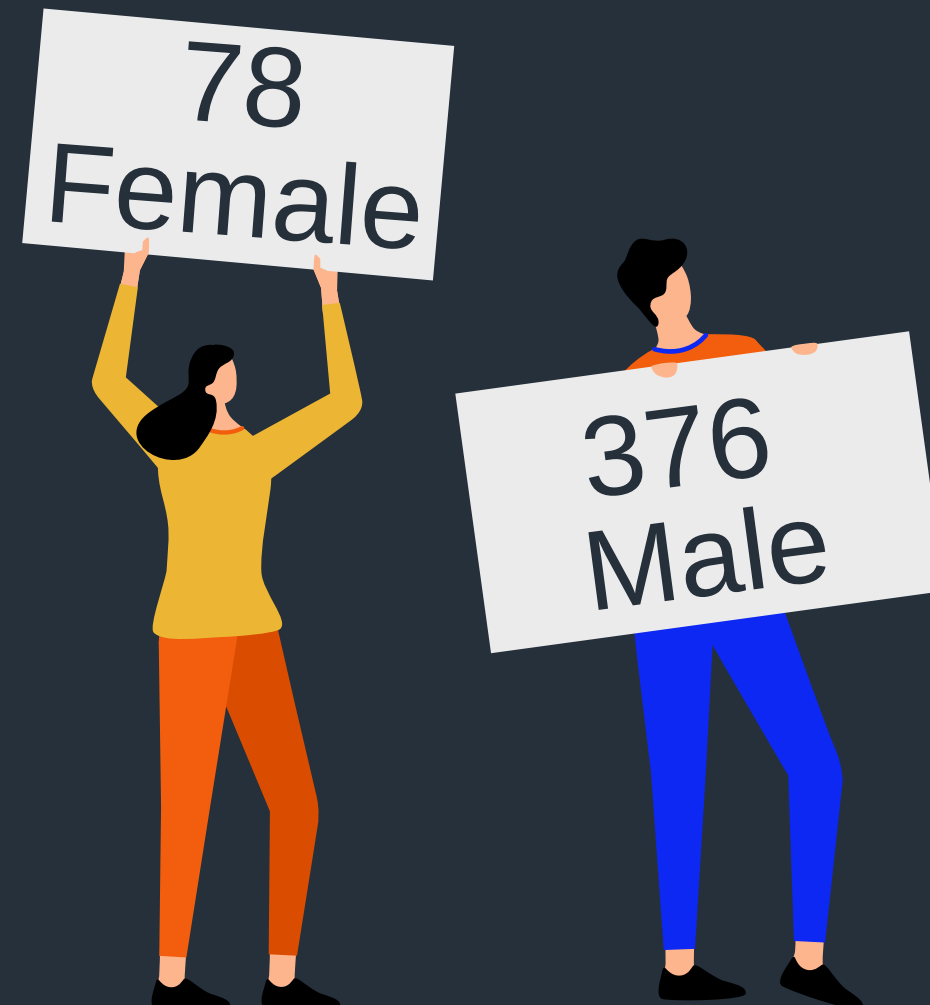
The overall gender pay gap for DRS, when comparing mean, is 23%

This is more than the national average* of 15.4%

The median pay gap is 37%

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

23%
DRS Gender Pay Gap



15.4%
Pay Gap in the UK*



Gender Breakdown Per Quartile:

Lower
61% Male
39% Female

Lower Middle
85% Male
15% Female

Upper Middle
96% Male
4% Female

Upper
89% Male
11% Female

The INS Gender Pay Gap

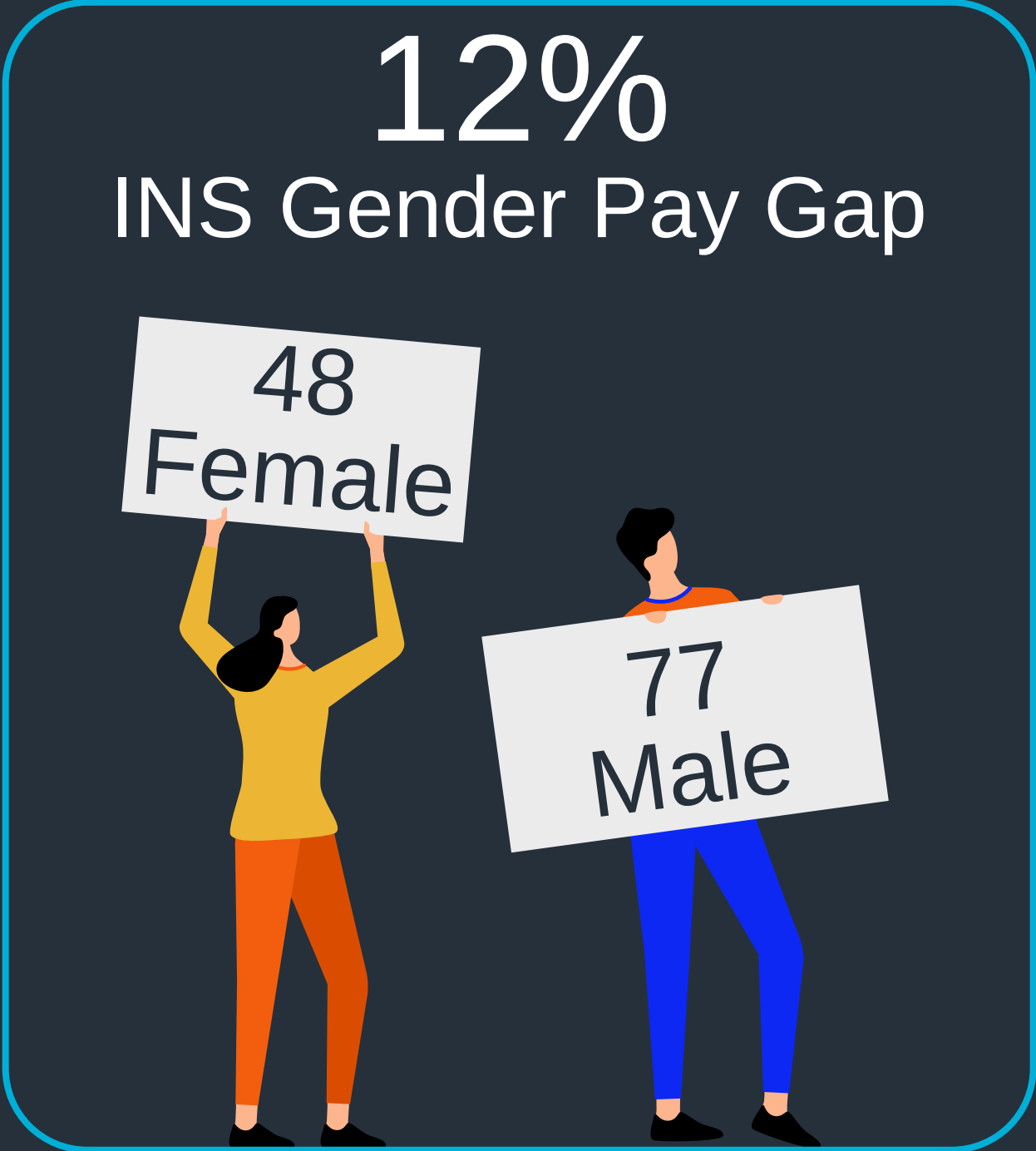
Number of INS employees: 125

The overall gender pay gap for INS, when comparing mean, is 12%

This is less than the national average* of 15.4%

The median pay gap is 16%

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



Gender Breakdown Per Quartile:	Lower	Lower Middle	Upper Middle	Upper
	26% Male 74% Female	74% Male 26% Female	84% Male 16% Female	63% Male 37% Female

Explaining the gap

Overall, NTS has seen a 7% reduction in the gender pay gap from 2021 to 2022.

This year's data shows us that the DRS gender pay gap has reduced by 3% and the INS gap has reduced by 8%.

We note there are fewer females in the lower quartiles and more females in the upper quartiles compared to 2021 which has had a positive effect in reducing our gender pay gap significantly.

There are fewer employees overall since our last report. A number of our high-earning employees have moved on from the business with the highest proportion of these employees being male.

Gender bonus gap at NTS

Our NTS gender bonus gap is 30% (mean), meaning that on average males receive 30% more bonus than females. This is due to bonus being attributed to higher earners, of which are still predominantly male. However, we are starting to see higher-earning females and therefore expect this gap to start to reduce over the next few years.

Reporting Period: 6 April 2021 - 5 April 2022

Positive actions taken to reduce the gap

Leading Transformation

We have improved our diversity data and reporting within NTS

A formal consultation is underway regarding a new reward review pay structure

We have completed an employee engagement survey and shared action plans with employees, which are being regularly reviewed and updated

Attracting Talent

We have developed an Employee Value Proposition that drives attraction, engagement and retention of female talent

NTS employees have joined our Gender Balance Network and Meno Hub, with our Commercial Director becoming the Chair of the Gender Balance Network

Supporting Development

We have invested in our succession planning and talent management activities to identify and retain talented colleagues

We are addressing redeployment opportunities for employees

We have introduced a Performance Development System, providing a consistent set of standards for all line managers to deliver to their teams

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:

- Launch a female focused gender recruitment campaign, 'street to seat' to introduce more female trainee train drivers into the business
- Launch the first NTS Women Returners Programme
- Update our website publications, showcasing females within NTS
- Promote job share and part time working across all roles and levels
- Introduce mandatory female diverse interview panels
- Achieve a 50/50 Executive team male/female split
- Nominate NTS for a range of awards and accreditations that evidence our commitment to gender diversity



Next steps at NTS

- Develop a diverse and inclusive photo recruitment campaign involving our own employees
- Ensure our new pay framework is centered on equal pay principles
- Develop career films to promote opportunities within NTS
- Update our employee perks scheme and link these to diverse, inclusive and cultural values
- Improve our employee induction process
- Create a varied and applicant centric selection process
- Develop an NTS menopause policy to ensure that colleagues feel confident in discussing menopausal symptoms openly and can ask for support and adjustments in order to continue to work safely



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