



NTS GENDER PAY GAP REPORT

2023

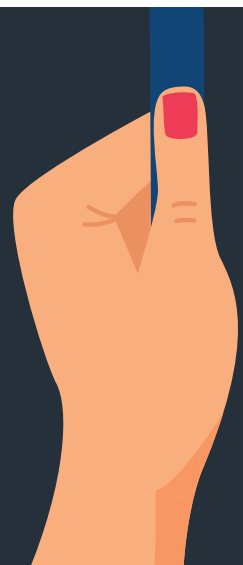
Reporting Period: 06 April
2022 - 05 April 2023



What is the difference between **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.



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 (NTS) 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.

NTS is made up of two legal entities, International Nuclear Services (INS) and Direct Rail Services (DRS). NTS deliver rail and shipping activities, building on decades of experience in providing safe, secure and reliable transport solutions.

We also operate Pacific Nuclear Transport Limited (PNTL) the world's most experienced shipper of nuclear cargoes. *Although we have 708 employees at NTS overall, please note that PNTL employees are not included within this NTS gender pay gap report.

143
Females
at NTS

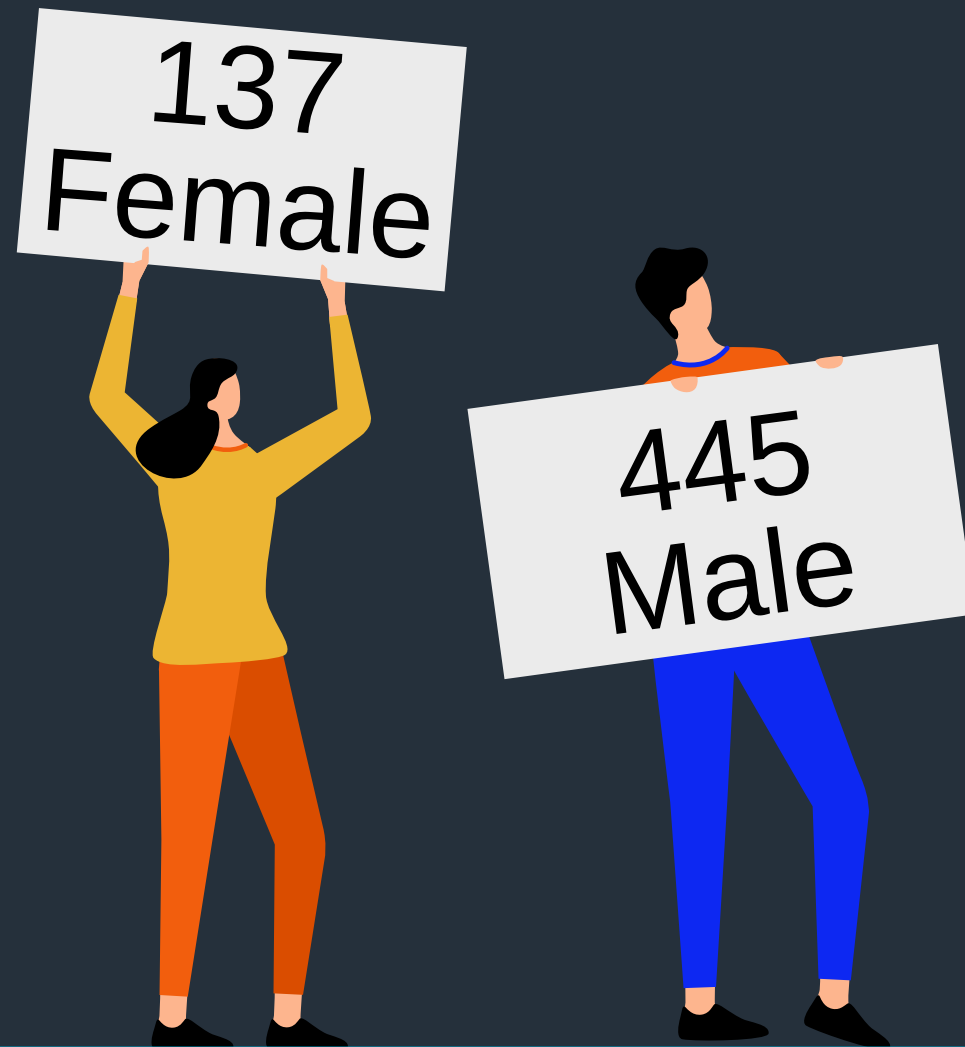
565
Males at
NTS

708*
employees
at NTS
overall



The NTS Gender Pay Gap

13%
NTS Gender Pay Gap



14.9%
Pay Gap in the UK*



*According to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures

Gender Breakdown Per Quartile:

Lower
58% Male
42% Female

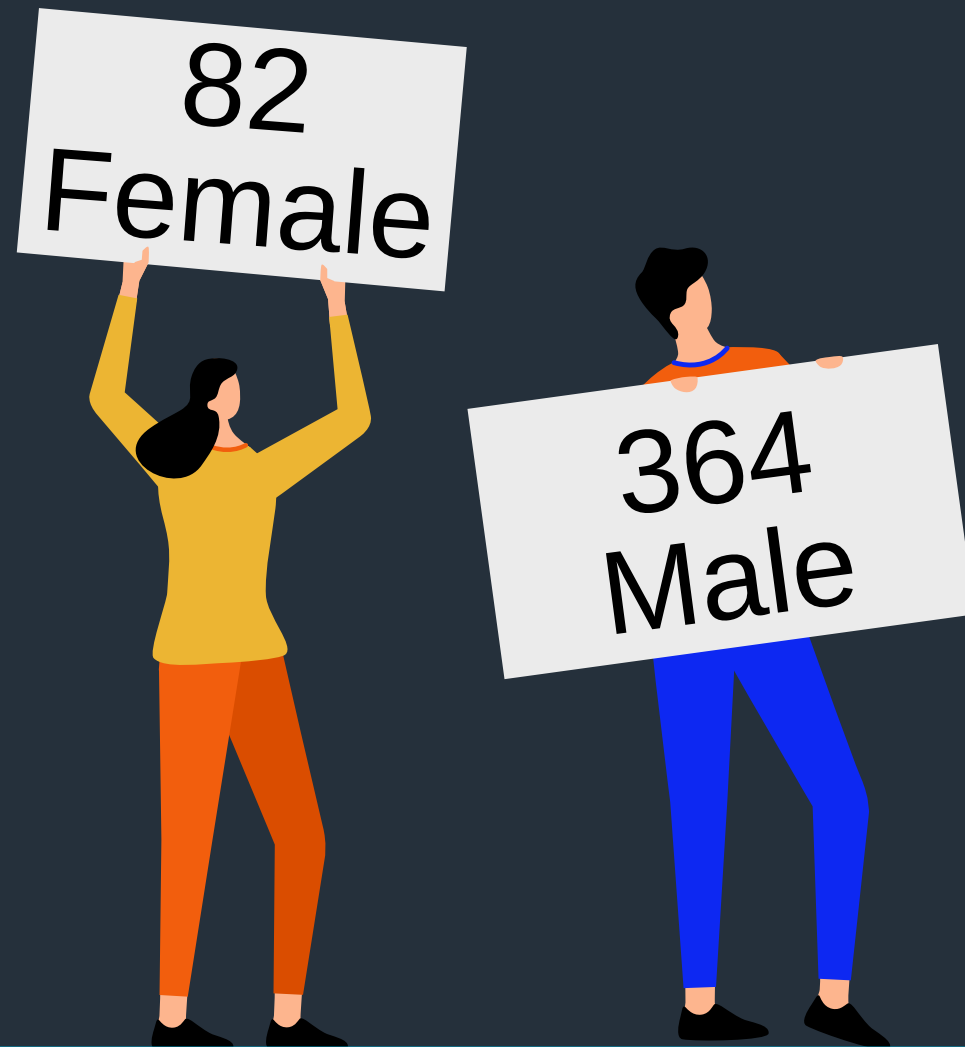
Lower Middle
77% Male
23% Female

Upper Middle
95% Male
5% Female

Upper
76% Male
24% Female

The DRS Gender Pay Gap

25%
DRS Gender Pay Gap



14.9%
Pay Gap in the UK*



*According to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures

Gender Breakdown Per Quartile:

Lower
55% Male
45% Female

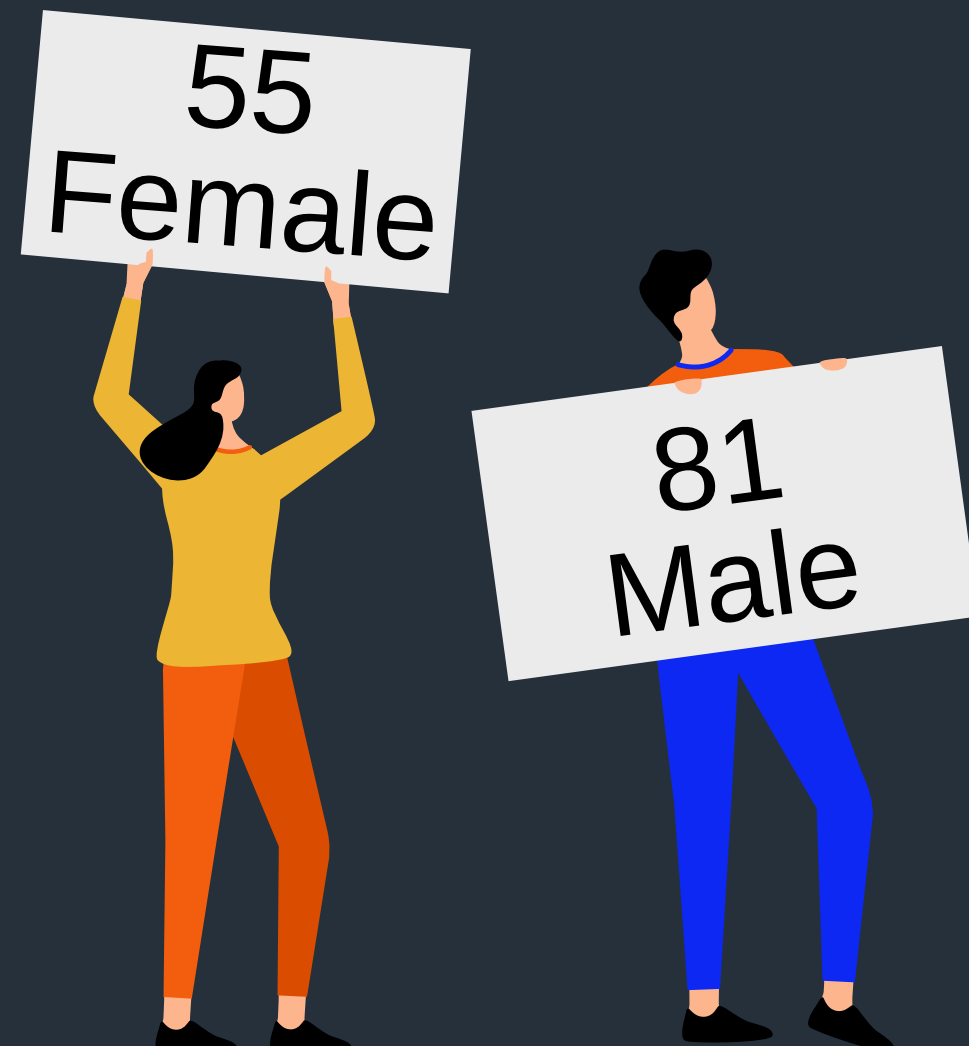
Lower Middle
86% Male
14% Female

Upper Middle
95% Male
5% Female

Upper
91% Male
9% Female

The INS Gender Pay Gap

15%
INS Gender Pay Gap



14.9%
Pay Gap in the UK*



*According to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures

Gender Breakdown Per Quartile:

Lower
32% Male
68% Female

Lower Middle
65% Male
35% Female

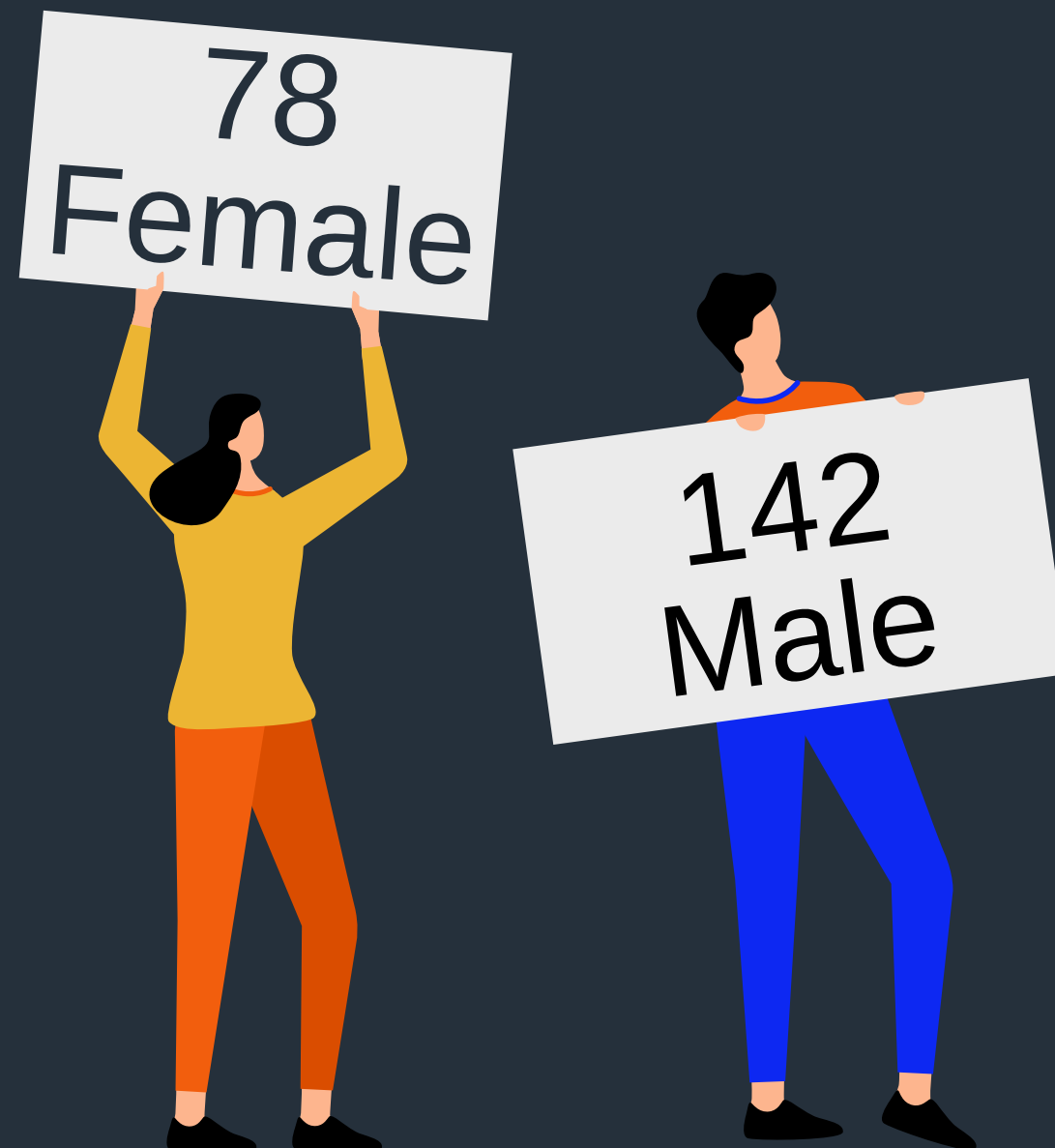
Upper Middle
65% Male
35% Female

Upper
76% Male
24% Female

The NTS Gender Bonus Gap

22%

NTS Gender Bonus Gap



15.2%

Bonus Gap in the UK*



Explaining the gap

NTS has seen another reduction in the gender pay gap and the gap now stands at 13%.

This year's data shows us that the DRS gender pay gap is at 25% and the INS gender pay gap is at 15%.

We note there are more females in the upper quartile compared to 2022 which has had a positive effect in reducing our gender pay gap.

Gender bonus gap at NTS

Our NTS gender bonus gap has reduced to 22% (mean), meaning that males receive a 22% more bonus than females on average. This has reduced from 30% in comparison to the previous report. This is due to bonus being attributed to higher earners, who are still predominantly male. However, we are starting to see more females moving into the upper quartile.

Reporting Period: 6 April 2022 - 5 April 2023

Positive actions taken to reduce the gap



Executive approval of D&I strategy: The Executive team has approved a robust D&I strategy charting the course for the next two years, demonstrating a commitment to fostering an inclusive workplace.



PWC D&I audit: The recent PWC D&I audit revealed findings in line with other OpCos within the NDA Group. These findings have either been promptly addressed or incorporated into the new D&I strategy.



Engagement in industry initiatives: Active participation in industry initiatives, including membership in Women in Rail, involvement in the Women in Transport Index data collection, and contribution to the OECD NEA's Gender Balance UK Recruitment & Hiring Practices survey, demonstrates NTS's dedication to industry-wide collaboration.



Meno Hub launch: The Meno Hub, introduced to raise awareness of perimenopause and menopause in the workplace, represents a proactive step in breaking the associated taboo and fostering a supportive environment.

Positive actions taken to reduce the gap



Career Returners Programme: The ongoing Career Returners Programme, with the launch of cohort two, showcases NTS's commitment to facilitating the reintegration of female employees into the workforce. Participants are predominantly female although the programme is open to all gender identities.



Supportive interview practices: Providing interview questions upfront exemplifies NTS's dedication to offering opportunities for preparation and confidence-building for all candidates.



Gender diversity at Executive level: Maintaining an excellent male/female split at the Executive level, NTS continually strives for diversity within the Senior Management group.



Comprehensive communication: Utilising career films, an employee perks intranet page, an Employee Value Proposition (EVP) poster, and adopting an onboarding process, NTS ensures effective communication of its support systems and opportunities for all employees.



Strengthened representation and networks: The refreshed D&I working group, now with a new executive sponsor, includes representation from every part of the business, including recognised Trade Unions. Additionally, the establishment of a Domestic Abuse network underscores NTS's commitment to creating a safe and supportive workplace.

Celebrating our achievements



Bridging the gender gap in STEM - Liz Holland's inspiring journey

Liz Holland, Principal Shielding Specialist, received the STEM Returner award at the WISE ceremony, recognising her remarkable comeback after a five-year career break. NTS has worked to encourage people to return to the industry after a career break by creating a flexible and inclusive environment and Liz's success is a testament to how these programmes can benefit individuals and organisations alike.



Women in Transport Equity Index Report

Women in Transport recognised NTS as one of the top performers in the Equity Index 2023. The Equity Index, an annual report produced by Women in Transport, aims to assess and acknowledge organisations that have made significant strides in promoting gender equity within the transport industry. NTS's exceptional performance in the 2023 Index underscored its commitment to fostering an inclusive workplace and advancing gender diversity in the transportation sector.



NTS receives 'Medium Organisation' accolade at Northern Power Women Awards

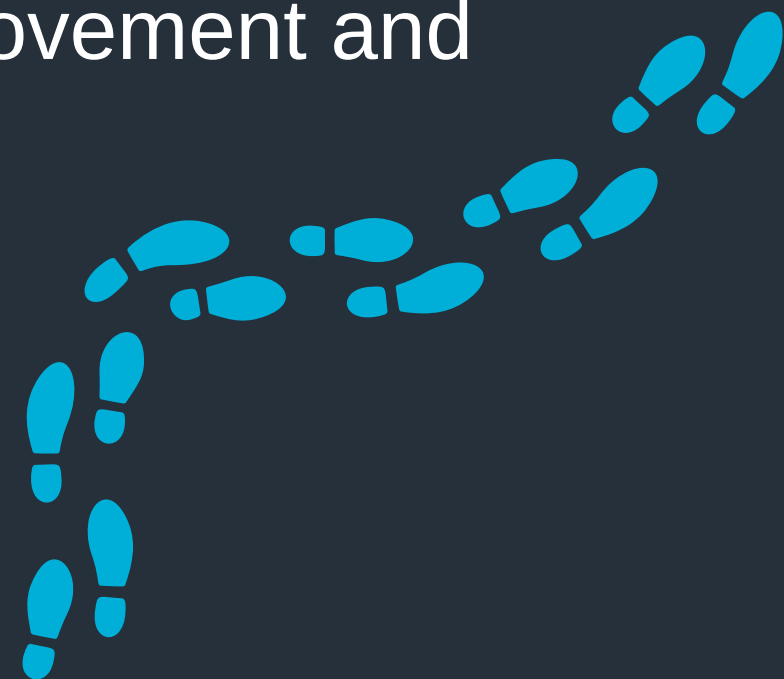
NTS proudly received the 'Medium Organisation' award at the 2023 Northern Power Women Awards in Manchester. The recognition was a testament to NTS's commitment to gender diversity, equality, and inclusion in the workplace.

Next steps at NTS

Moving forward, NTS is ready to take its commitment to diversity and inclusion to the next level with a series of executive-led talks scheduled across all depots. These talks, led by executive sponsors, aim to reinforce the significance of leadership involvement and unwavering commitment to propelling meaningful change throughout the organisation. By fostering open dialogue and emphasising the shared responsibility of leadership in championing diversity, these talks will serve as a catalyst for cultural transformation.

Additionally, NTS remains committed to addressing the gender pay gap through continued efforts to tap into diverse talent pools. Building on successful initiatives, such as the veteran's talent pool and exploring a maternity talent pool, NTS will continue to promote the organisation as an inclusive and welcoming workplace, ensuring that a broad spectrum of talent is attracted and retained.

This forward-looking approach underscores NTS's dedication to ongoing improvement and sustained progress in advancing diversity and inclusion.



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