

NTS GENDER PAY GAP REPORT

2025



Introduction



Ciara Middlehurst
CEO

This report outlines our 2025 gender pay gap, featuring statistics on NTS's overall gender pay gap and a detailed breakdown from INS and DRS, the legal entities that joined together to form NTS in 2021.

Our overall gender pay gap stands at 15%, marking a 2% increase since 2024. While it's encouraging to see more females in the upper mid quartile compared to last year, we still have work to do to close the gap in our upper quartile.

Addressing and eliminating our gender pay gap is not only the right thing to do but also crucial for our business success. The data indicates that we are not fully leveraging the potential of our current female employees, which is a missed opportunity, especially in a time where business success hinges on our ability to hire and retain talent.



Ben Whittard
CEO

Throughout 2023/24, we have taken several positive actions. We've introduced a new Performance Development System, embedded our cultural principles and provided a consistent set of standards for all line managers to deliver to their teams. Additionally, we've invested in succession planning and talent management activities to identify and retain talented colleagues. We've also enhanced our diversity data and reporting within NTS.

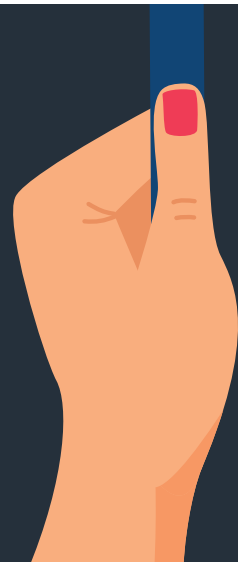
To ensure a diverse and equitable workplace, we will evaluate performance data by gender and grade, review recruitment data for gender disparities, offer structured career conversations, advertise roles on forums like Investing in Women, and utilise strategic talent campaigns such as career returners.

NTS's focus is creating a supportive and inclusive environment where all employees can perform at their best.

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. This 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.

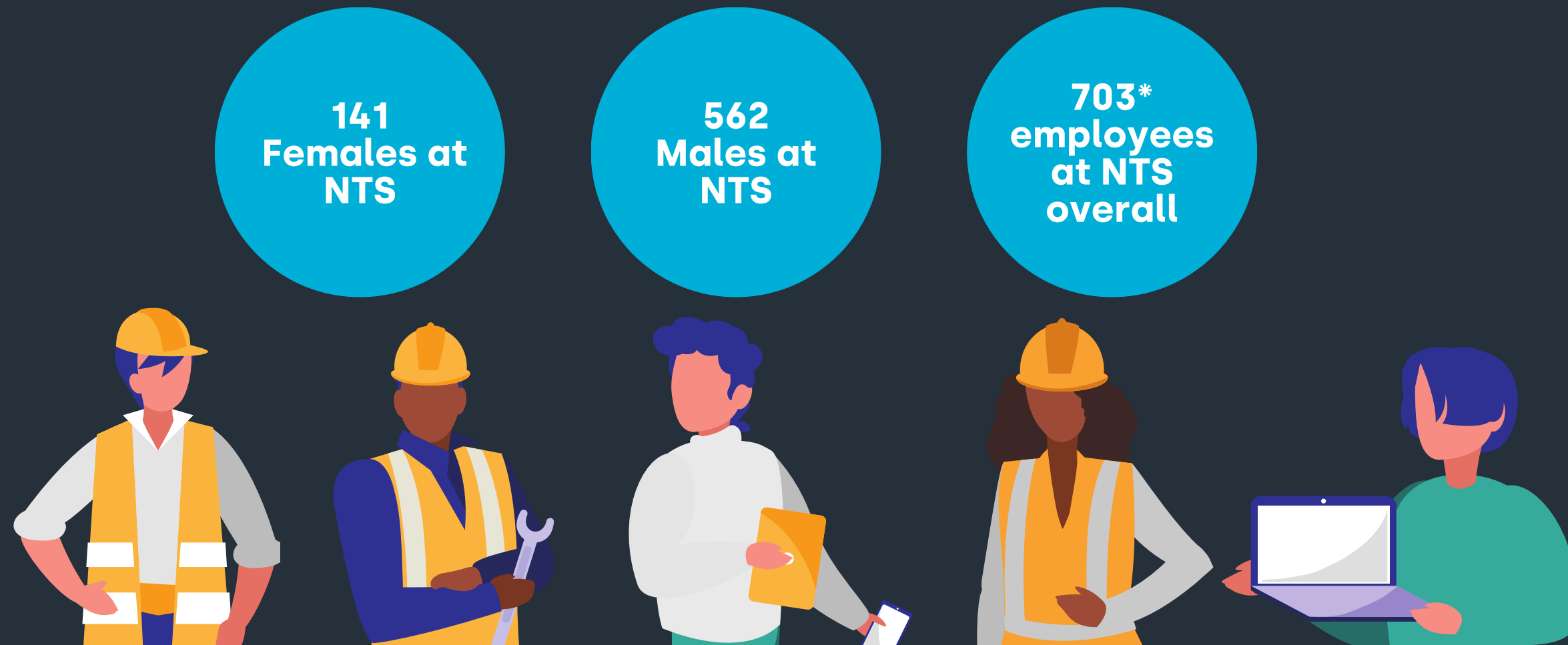


About NTS

Nuclear Transport Solutions (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.

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

*Although we have 703 employees at NTS overall, please note that PNTL employees are not included in the NTS gender pay gap report on page 4.



The NTS Gender Pay Gap

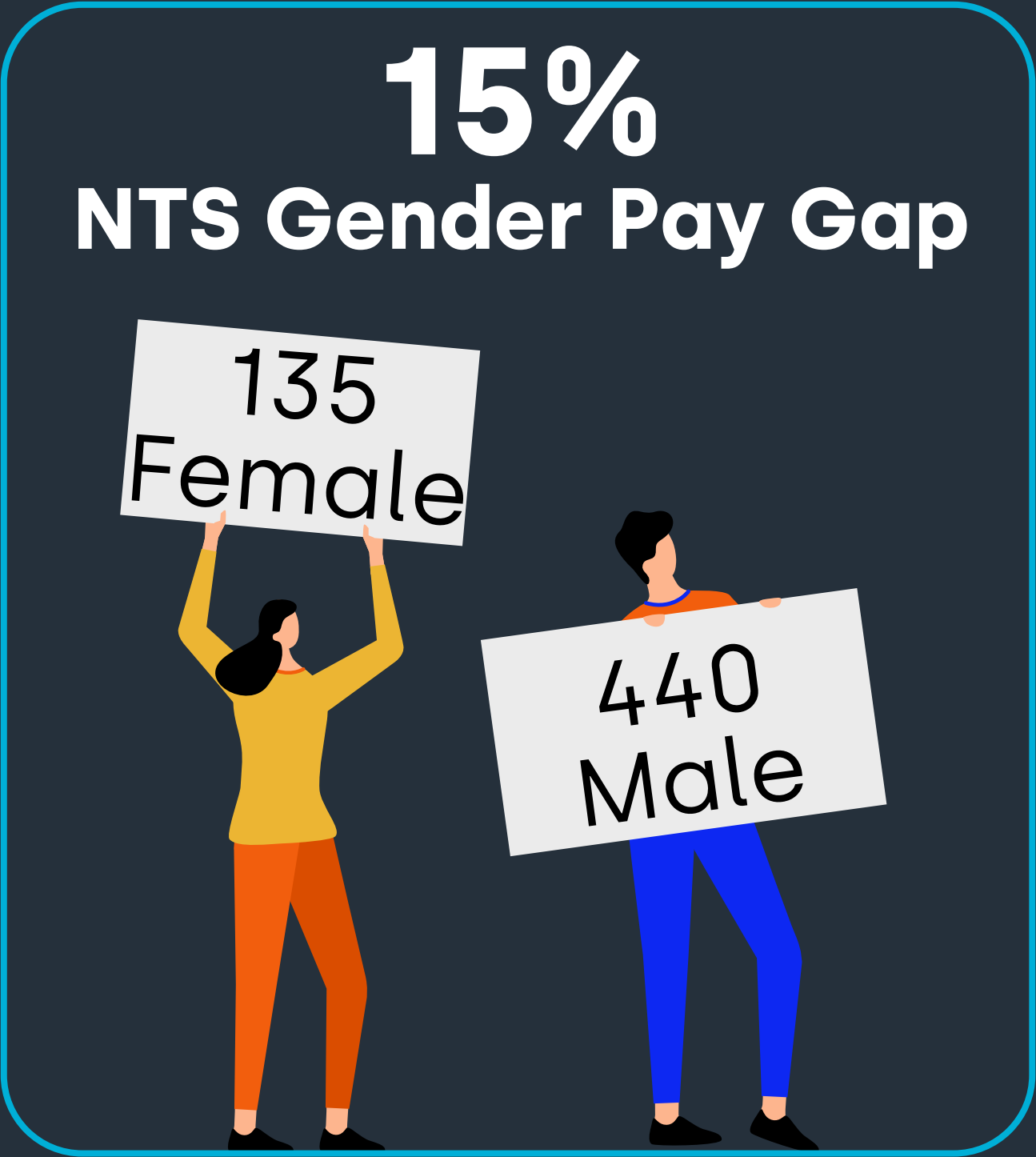
Number of NTS employees: 575

The overall gender pay gap for NTS (DRS and INS), when comparing mean, is 15%.

This is marginally more than the national average* of 14.9%.

The median pay gap is 28%.

*According to the October 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures.



Gender Breakdown Per Quartile:	Lower	Lower Middle	Upper Middle	Upper
	55% Male 45% Female	78% Male 22% Female	89% Male 11% Female	83% Male 17% Female

The DRS Gender Pay Gap

Number of DRS employees: 441

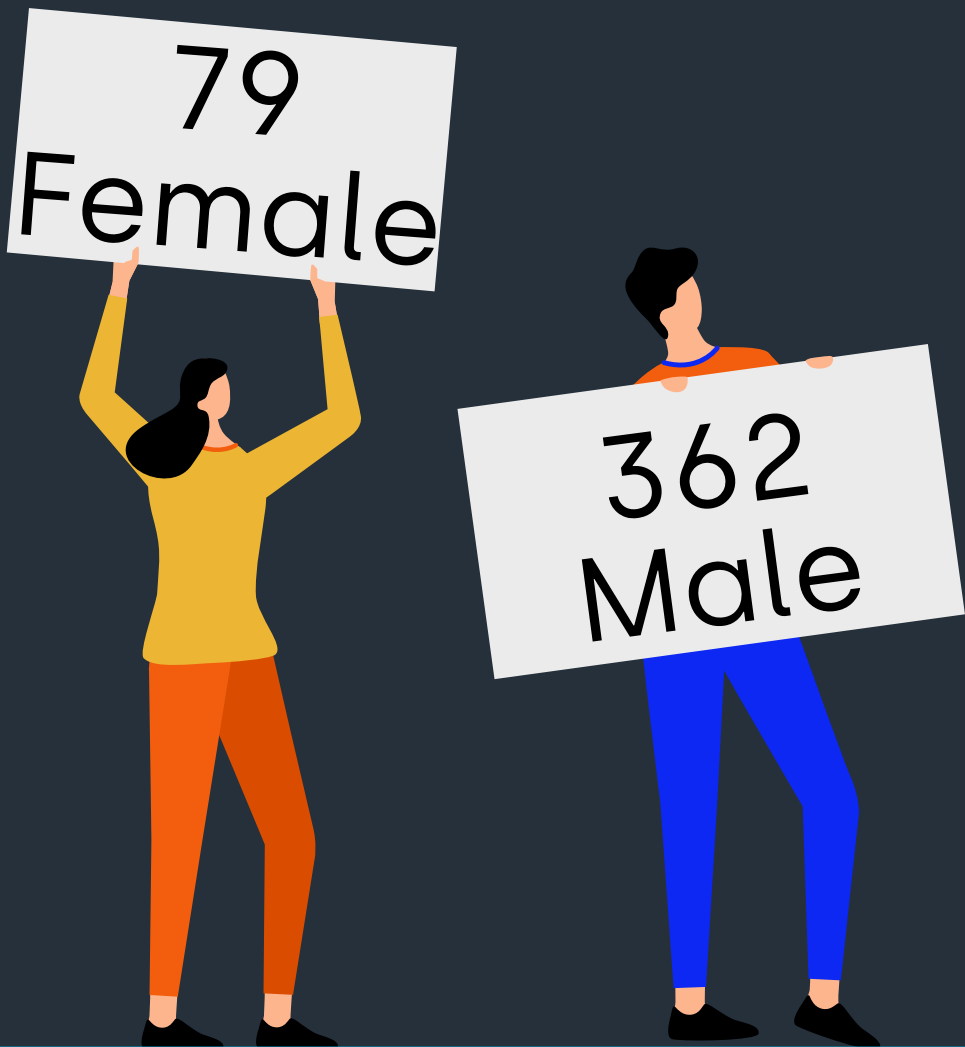
The overall gender pay gap for DRS, when comparing mean, is 25%.

This is more than the national average* of 14.9%.

The median pay gap is 35%.

*According to the October 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures.

25%
DRS Gender Pay Gap



14.9%
Pay Gap in the UK*



Gender Breakdown Per Quartile:

Lower
55% Male
45% Female

Lower Middle
88% Male
12% Female

Upper Middle
92% Male
8% Female

Upper
93% Male
7% Female

The INS Gender Pay Gap

Number of INS employees: 134

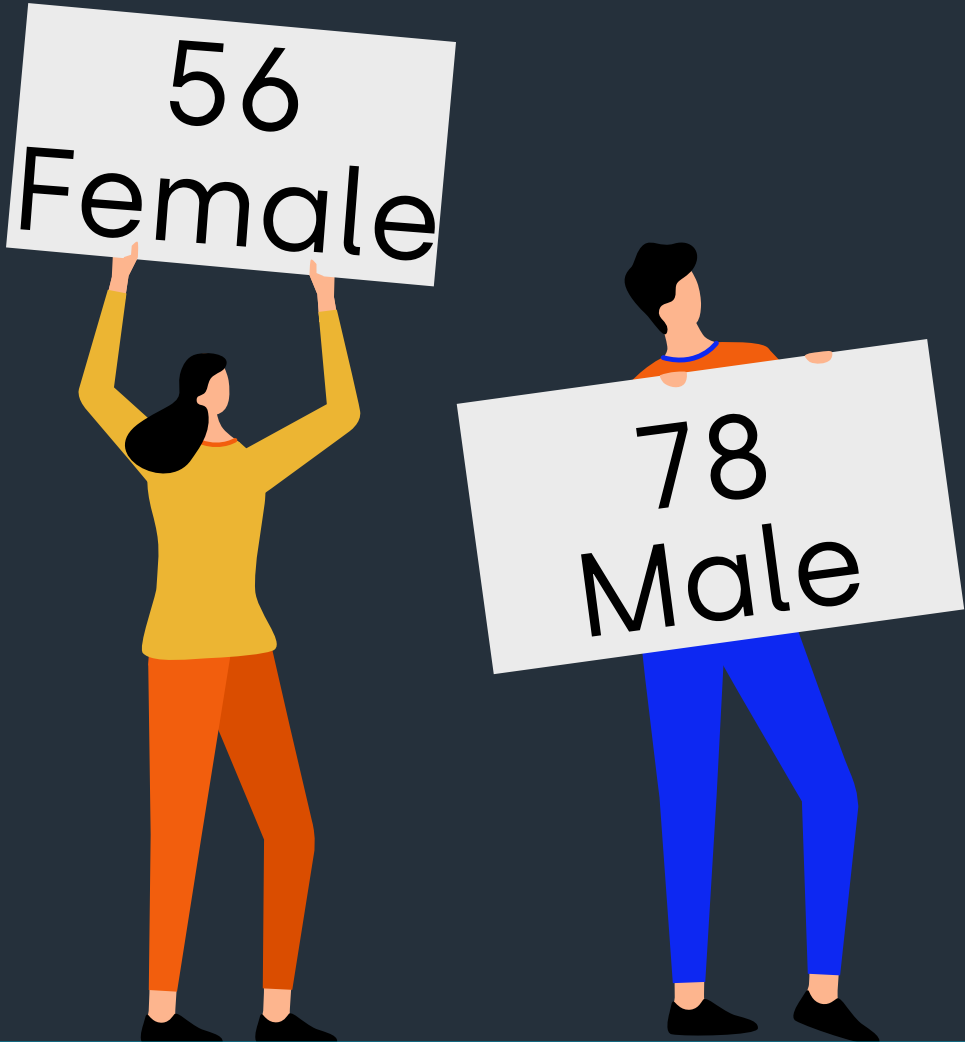
The overall gender pay gap for NTS (DRS and INS), when comparing mean, is 12%.

This is less than the national average* of 14.9%.

The median pay gap is 19%.

*According to the October 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures.

12%
INS Gender Pay Gap



14.9%
Pay Gap in the UK*



Gender Breakdown Per Quartile:

Lower
42% Male
58% Female

Lower Middle
52% Male
48% Female

Upper Middle
71% Male
29% Female

Upper
68% Male
32% Female

Explaining the gap

Overall, NTS has seen a 2% increase in the gender pay gap.

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 2023 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 -27% (mean) due to a one-off bonus payment linked to a pay award. This means that for 2023/24 on average, females received 27% more bonus than males.

Reporting Period: 6 April 2023 - 5 April 2024

Positive actions taken to reduce the gap

Using data insights



- We have continued to improve our diversity data and reporting within NTS.
- We have created customised action plans for each business line to address feedback from our employee engagement survey.

Attracting talent



- NTS employees have been encouraged to join our NDA group Gender Balance Network, with one of our joint CEOs taking on the role of Chair.
- We delivered a Career Returners Programme to support professionals returning to the workforce after an extended career break.

Supporting development



- We have continued investment in our succession and talent management activities to identify and retain talented colleagues.
- We have implemented a Performance Development System that sets consistent standards for teams to follow.
- We helped females attain promotions into management roles by supporting them with development plans and mentors.

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 the organisation:

- ☐ Evaluate the performance system's output and analyse data by gender and grade to understand performance and progression.
- ☐ Regularly review our recruitment data to identify any gender disparities in hiring rates, especially for senior and high-paying roles.
- ☐ Roll out optional career conversations and supporting documentation to enable a structured approach to career goals and pathways.
- ☐ Continue to advertise our roles on forums such as Investing in Women to ensure we are attracting a diverse range of applications.
- ☐ Continue to operate with a strategic talent lens and utilise campaigns such as career returners if possible.

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