



BWSC
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**Burmeister & Wain
Scandinavian Contractor A/S**

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2023

UK Gender Pay Gap Report

UK Gender Pay Gap Report 2023

Welcome to our first gender pay gap report in which we will outline the integrated data for our UK based companies which we collectively refer to as 'BWSC Generation Services UK' but includes data for each of our 3 UK based companies; BWSC Generation Services UK, BWSC Generation Services Northern Ireland and Western Biomass Operating Company.

A little about us

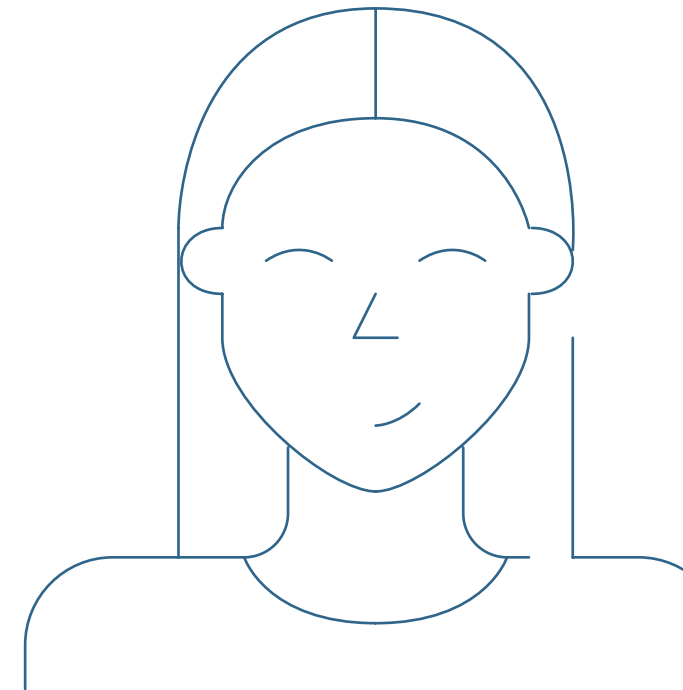
BWSC Generation Services is a leading Operations and Maintenance Contractor for boiler-based biomass and waste plants across the UK. Initially starting with 1 plant in Port Talbot, Wales in 2008, this has now grown to 12 plants covering the length and breadth of the UK. As part of the wider Danish owned Company, BWSC, trustworthiness, credibility and integrity form the core of our culture and the way we do business. Our vision is to build a world of renewable energy through our 'Ever better energy strategy'. In the UK we are doing this through creating a culture of 1 Team, 1 Goal, 1 Standard which will run through every part of our business.

About this report

In line with UK Government legislation, companies with over 250 employees are required to publish their gender pay gap data annually.

This is the first year that we have had to report this data, and we have decided to report on all 3 of our UK based subsidiaries in order for us to gain as clear a picture as we can on our gender pay gap across the UK.

A gender pay gap is very different from equal pay. Gender pay gap reporting looks at the difference in average pay for all roles in an organisation and does not differentiate between the work being carried out. Equal pay on the other hand refers to men and women performing equal work for equal pay. Therefore, a gender pay gap does not indicate an issue with equal pay. At BWSC Generation Services UK, in line with our 1 Team, 1 Goal, 1 Standard ethos, we provide all employees with a transparent and fair pay structure which does not discriminate against sex or gender.

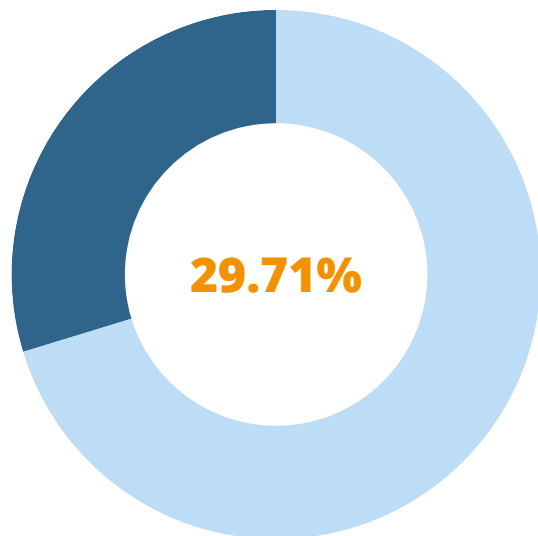


Our 2023 results

Our gender pay gap data covers 318 employees* which comprises 302 men and 16 women.

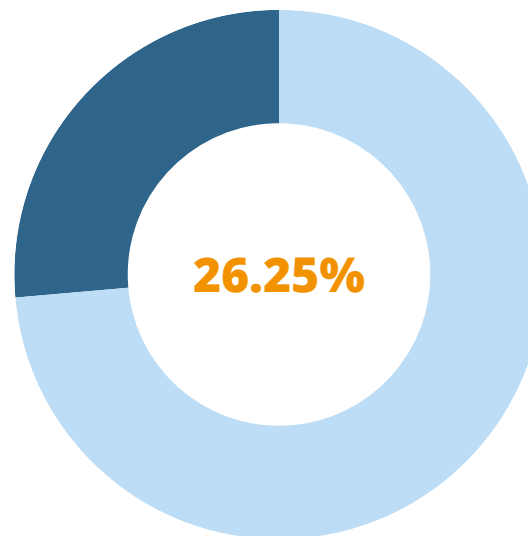
The combined UK data for BWSC Generation Services UK shows our mean gender pay gap for 2023 as 29.71% which means that when comparing average hourly pay, women's mean hourly pay is 29.71% lower than men's. Our median gender pay gap is 26.25%, which means that for every £1 that men earn, women earn 74p.

MEAN GENDER PAY GAP

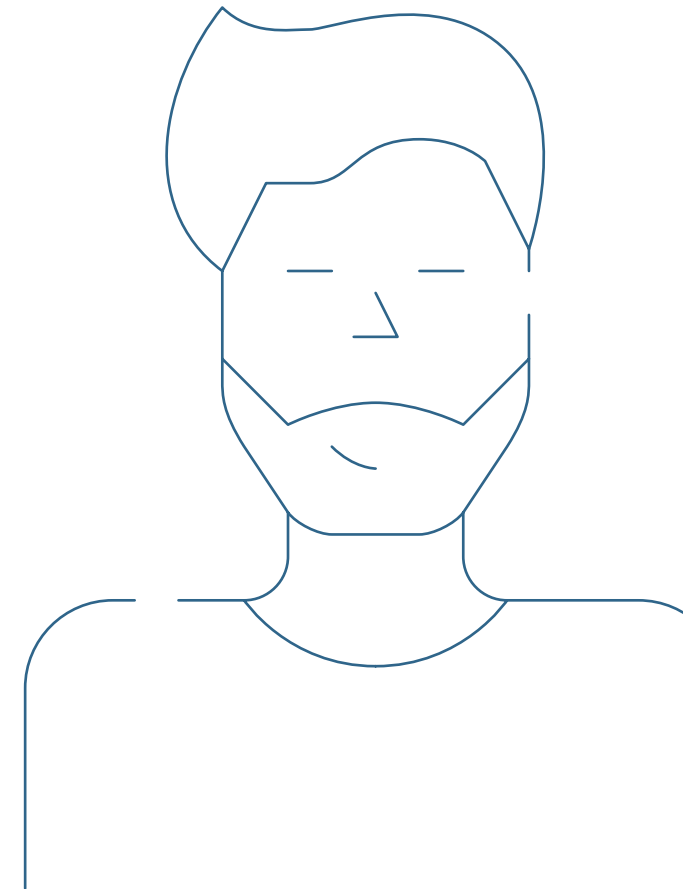


■ % of male employees ■ % of female employees

MEDIAN GENDER PAY GAP



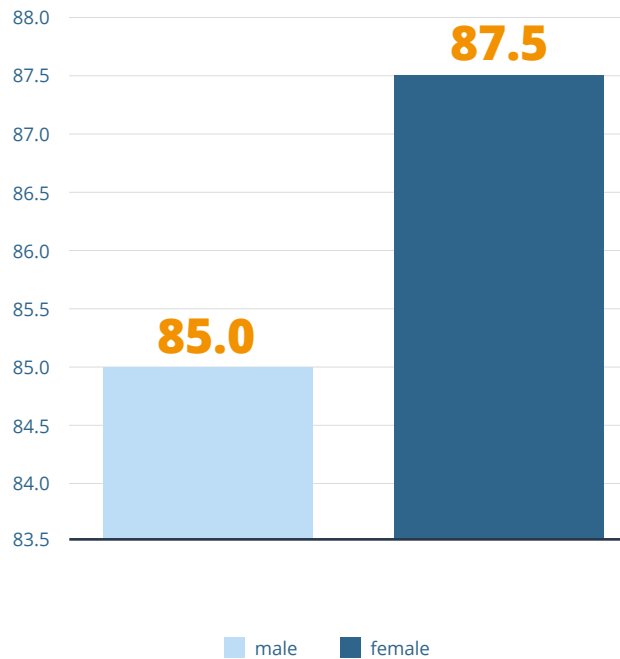
■ % of male employees ■ % of female employees



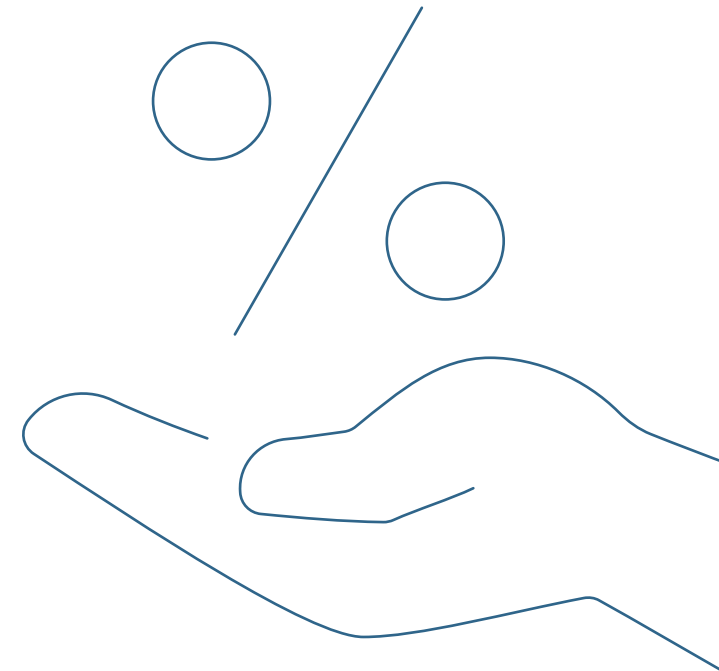
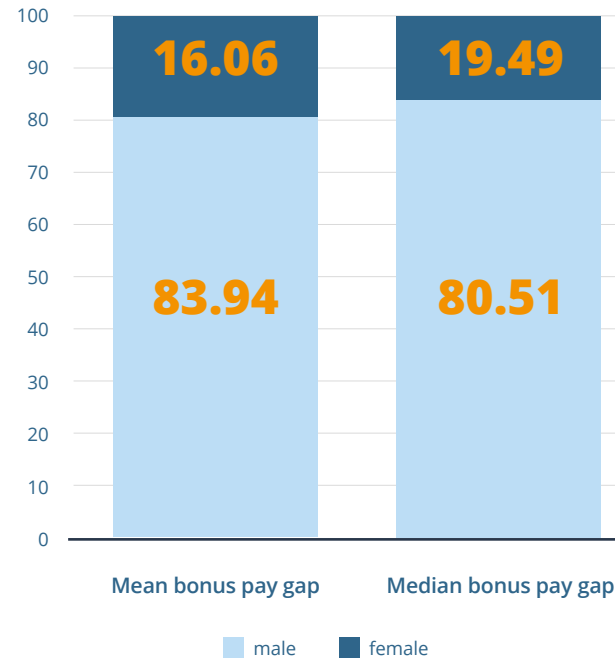
*That meet the relevant employee criteria as defined by the UK Government guidance for reporting

In terms of bonus payments, 87.5% of women across the business were paid a bonus compared to 85% of men. This can be further broken down to look at the mean and median bonus pay gap which shows that the mean bonus pay gap is 16.06% and the median is 19.49%. Therefore, although more women in the business get paid a bonus, women earn 81p for every £1 that men earn when comparing median bonus pay.

% OF EMPLOYEES WITH BONUS



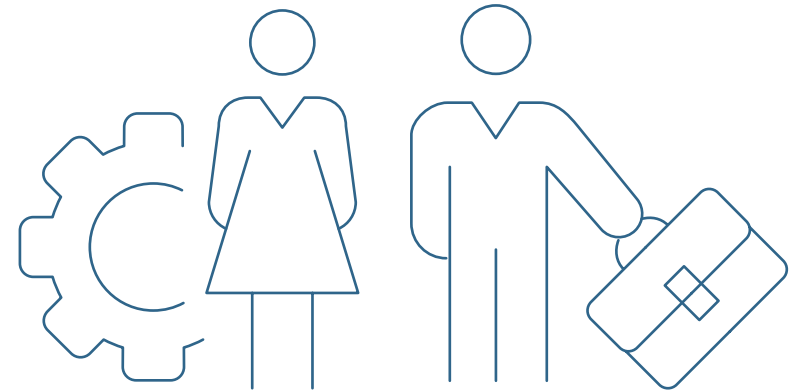
BONUSES PAID BY GENDER



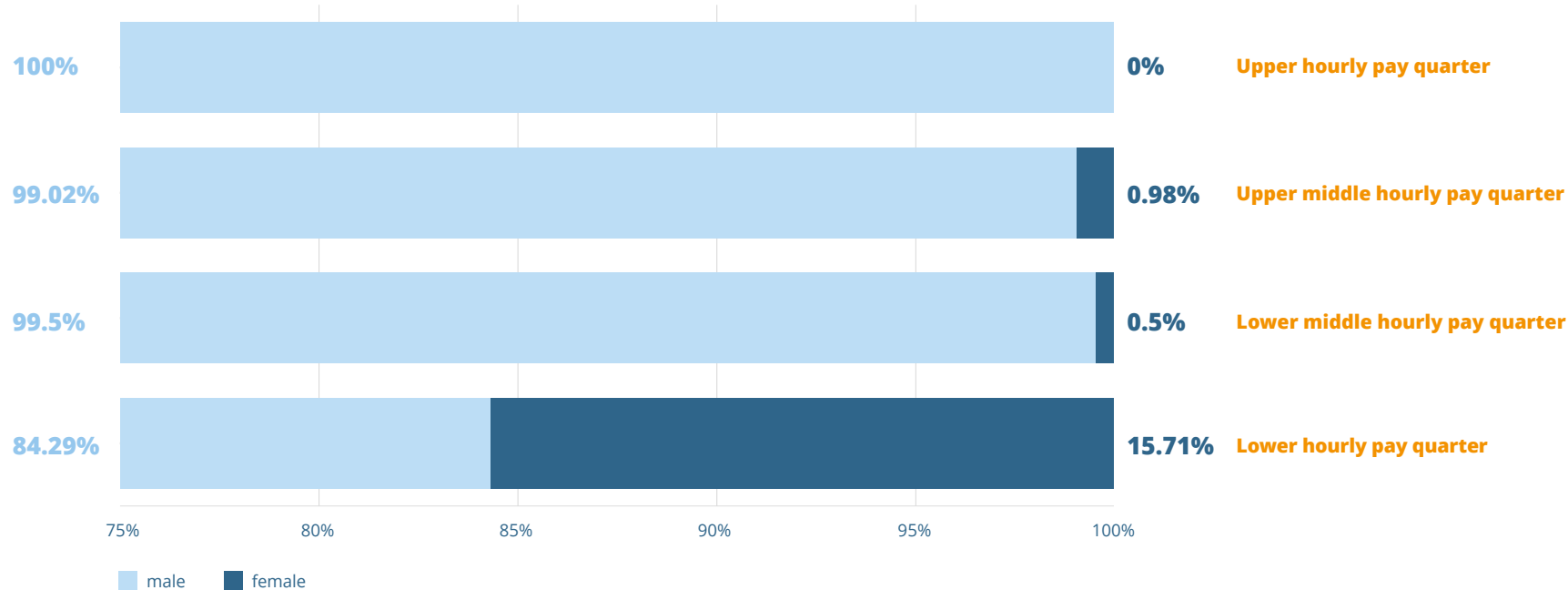
The final data set we look at as part of our gender pay gap reporting is the percentage of women in each hourly pay quarter. This is calculated by sorting all relevant employees* from highest to lowest pay, splitting these into the following 4 equal groups and then calculating the percentage of men and women in each group:

- Upper hourly pay quarter
- Upper middle hourly pay quarter
- Lower middle hourly pay quarter
- Lower hourly pay quarter

The breakdown for the UK is outlined in the bar graph below:



EMPLOYEE BREAKDOWN BY QUARTILE



*That meet the relevant employee criteria as defined by the UK Government guidance for reporting

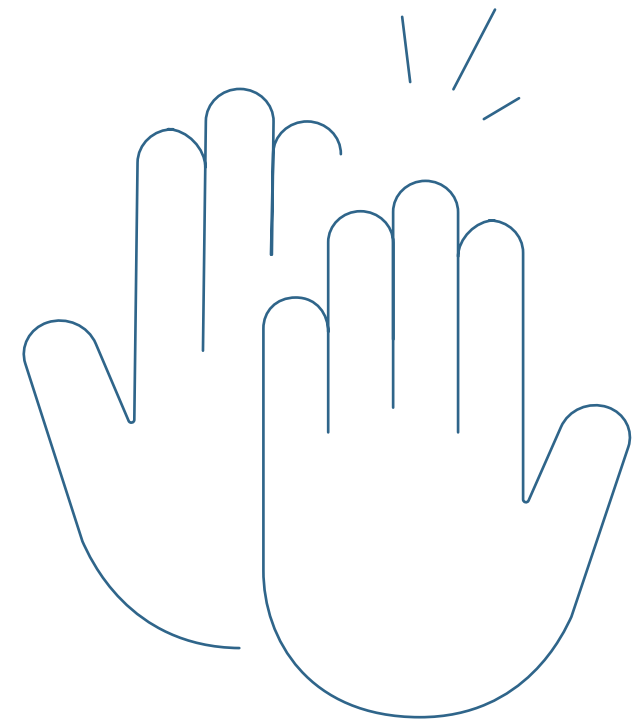
Our position

It is hard to compare one Company to another when just looking at the figures as there are so many variables that affect each Company's gender pay gap.

As a high-level comparison, in 2021, the gender pay gap in the power industry was 19%** and in 2022, for large energy companies that reported, the gender pay gap was 15.5%***. At 29.71%, our gender pay gap is higher than the average, however, with a substantially smaller number of employees compared to the large energy companies, this is not surprising. As we have a smaller base across which to make our comparisons just 1 or 2 employees either way can have a larger impact on our percentage figure. On the other hand, our median bonus payments difference of 19.49% is almost in line with the industry average at 18.9%, which shows that as a whole we are not that far removed from our competitors.

It is widely recognised that the percentage of female STEM (Science, Technology, Engineering, Maths) graduates is considerably lower than their male counterparts.

Our UK business predominantly relies on engineering skills, but with only around 15% of engineering graduates being female****, our female talent pool is very small. This leads to a shortage in women working in the STEM sectors across the board where it is often the case that men are in higher paid technical roles compared to the majority of women that work in administration or customer service roles, which are usually lower paid***. This reflects the current situation across our UK Company whereby the majority of female employees are in administration support roles. Role specific factors also play an important part in our pay gap, which is again often seen across the energy industry, whereby men tend to be employed in shift work roles that cover 24/7 or unsociable hours which garner a high level of pay. Female employees tend to work in roles that cover the core working week of Monday to Friday, 9am to 5pm, which would obviously not attract any 'out of hours' payments.



** The gender pay gap in the energy and utilities sector - EU Skills

*** Gender pay gap data can be catalyst for change in UK energy sector (pinsentmasons.com)

**** Women in Technology | The STEM Education Gender Gap - Women in Technology

The next steps

Although expected in our industry, there is clearly some work to do to help reduce our gender pay gap.

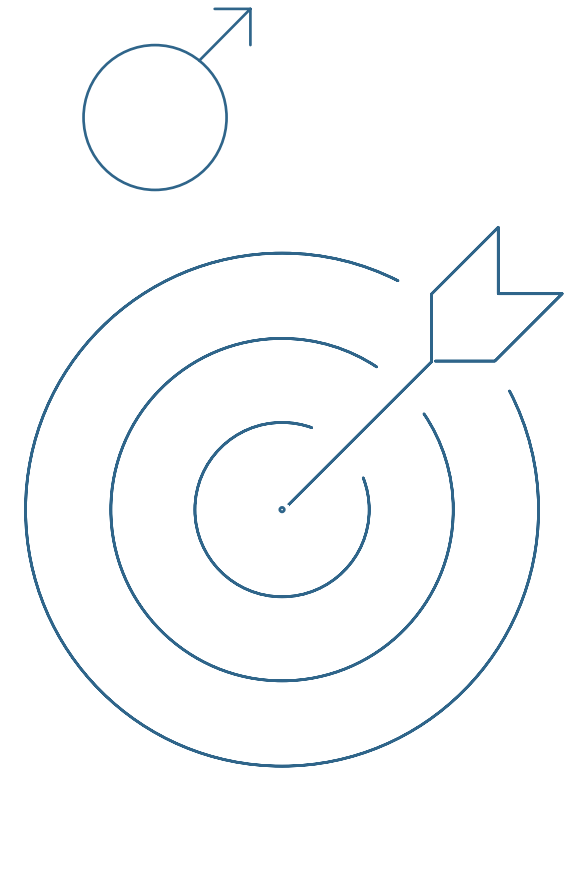
In 2024 we are focusing on the following which we believe will help us make inroads into reducing our gender pay gap:

- Redefining our recruitment process
- Embedding a '1 Team, 1 Goal, 1 Standard' ethos across the Company
- Supporting our people managers in becoming better leaders
- Improving communication both internally and externally
- Building a more inclusive reward package

Included in these over-arching agenda items we will look to:

- Have a skills-based focus in our recruitment and succession planning processes
- Use structured interviews for recruitment and promotion
- Widen our recruitment practices to open up new talent pools
- Showcase our current female employees as role models, both internally and externally
- Help raise the awareness of STEM roles for girls in education

This is an exciting time for BWSC Generation Services UK and all the UK based subsidiaries and we are looking forward to moving forward with these initiatives.





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Ever better energy