



world class service and technical excellence in
gas turbine maintenance

Gender Pay Gap Summary 2017

RWG (Repair & Overhauls) Limited

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Business overview:

Helping operators in the global power generation, oil & gas and marine propulsion industries to maximise gas turbine availability and lower the cost of ownership of their equipment.

We are a team of 500, providing support from service center's in the UK, US and Asia Pacific, as well as in the field. This report covers UK employees only.

Our OEM-approved engine overhaul, component repair, field service, and spares support solutions help gas turbines operate safely, reliably and cost-effectively.

Relevant employees at snapshot date:

408

Gender balance:



Base pay:

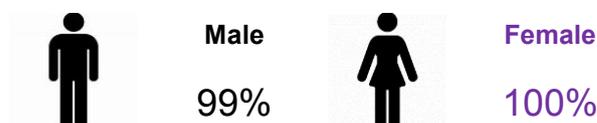
	% gap
Mean	11%
Median	11%

Quartiles	Male	Female
Pay Band A	94%	6%
Pay Band B	90%	10%
Pay Band C	89%	11%
Pay Band D	84%	16%

Bonus:

	% gap
Mean	-7%
Median	-65%

% in receipt of bonus:



Reporting requirements

The regulations require reporting on pay and bonuses as follows:

- Mean (average) gross hourly rate of pay
- Median gross hourly rate of pay
- Proportion of male/female in hourly rate of pay quartiles (four bands)
- Mean bonus pay
- Median bonus pay
- Proportion of male/female in receipt of bonuses, in the 12 months before the snapshot date

Our key findings

Pay:

The overall average pay gap is **11%** for **RWG (Repair and Overhauls) Limited**.

The key findings that explain this gap are consistently related to gender distribution across occupations and job levels.

Our analysis shows:

- Males make up a significant majority of the workforce.
- Females make up the largest proportion of part time workers, however this has no impact on full time equivalent pay.
- A clear job grading structure exists which ensure roles at equivalent levels are paid equally irrespective of gender.

Bonus:

The overall **RWG (Repair and Overhauls) Limited** mean bonus pay gap is -7%; the median is -65%.

Our analysis shows:

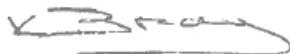
- Most females form part of the staff bonus plan whereas most males form part of the workshop bonus plan which has an impact on the overall figure.
- Pro-rata payments for some pay elements due to the high number of part time workers has impacted the bonus figures used in the calculation.

We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently.

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap.

Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.



Keith Brady
Managing Director
RWG (Repair and Overhauls) Limited.