

Gender Pay Report 2019

CET Group Holdings Limited

1st April 2017 - 31st March 2018



Welcome

Since our last Gender Pay Report, we have taken significant steps to deliver on our commitment to closing the gender pay gap.



Last year was the first time that all large businesses in the UK were required to report on their gender pay gap, giving us an indication of the national picture across all industries.

In our 2018 report, we committed to investing in our Recruitment strategy, our Working Culture and our Training & Development, in order to address the gender pay gap.

As of March 2019, CET employs 500 people in a diverse range of roles across 12 sites nationwide.

Across the many divisions within our business, we primarily serve the Insurance and the Infrastructure industries with services from building repairs, to materials testing; needing a diverse range of skills and knowledge.

We continue to be committed to being transparent about our gender pay data and to closing the gap by ensuring we regularly review areas for improvement.

Diversity and inclusion will always be a high priority for CET and, as you will see from this report, we have already taken steps to create a culture where every employee has an equal chance of development and success.

In this report, you will see the progress that we have made in the last year and how we will continue to look for new and innovative ways to improve and close our gender pay gap.

I confirm that all of the information within this report is true and accurate.

A handwritten signature in black ink, appearing to read 'P. Eglinton'.

Peter Eglinton
Chief Executive Officer

About CET

CET is committed to the principle of equal opportunities and to the equal treatment of all of our employees.

CET operates across 3 core business areas:

- Property Assurance
- Infrastructure
- Calibration



Property Assurance

The Property Assurance division provides insurance claims management services. This includes taking Home Emergency calls and arranging Engineer visits, investigating and repairing drainage problems, subsidence monitoring and data services.

Infrastructure

The Infrastructure business carries out tests on the materials used in new construction projects across the UK. Examples include testing the strength of concrete to build bridges or testing the materials used to build new roads.

Calibration

The Calibration division tests the accuracy of measuring equipment (such as pressure gauges) and recalibrates if necessary. Clients range from food manufacturers to electrical installers.

About the gender pay gap

The gender pay gap is the difference between the average earnings of a male and female employee across an organisation.

It is different from equal pay, which refers to each gender being paid for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value



Workforce and Pay

The last 12 months has seen many changes for CET, including the creation of additional senior roles in which women are employed.



Our Workforce

In April 2018, CET's gender split was as follows:

	Female	Male
Property Assurance	64	80
Infrastructure	35	199
Central/Head Office	9	19

Since then, CET has continued to improve its employment gap, creating new roles that were subsequently filled by women, including:

- Project Director
- Business Director
- Project Manager
- HR Manager
- CRT Manager
- Assistant Manager (Service Centre)

Because these roles were filled by female candidates, there is now increased representation of women at Senior Management level.



Gender Pay Gap

The mean gender pay gap is the difference in average hourly rates of pay that male and females employees received. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people.

The median gender pay gap shows the difference between the midpoints of the ranges of hourly rates of pay for men and women, by ordering individual rates of pay from lowest to highest and comparing the middle value.

	Mean	Median
2018	26.53%	9.9%
2017	30.31%	14.81%

We have reduced our Gender Pay Gap by 4.91%.

Bonus and Pay by Quartile

As our business continues to grow, CET remains committed to ensuring equality across all areas of the business.

Gender Bonus Gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

	Mean	Median
2018	90.30%	61.11%
2017	83.01%	3.92%

There is a difference between 2017 and 2018. This is due to one division rewarding an all staff bonus.

Proportion of males and females that received a bonus:

	Male	Female
2018	31.48%	45.30%
2017	42.62%	51.40%

In 2018, fewer bonuses were awarded to employees, leading to a reduction in the figures above.

Data by Pay Quartile

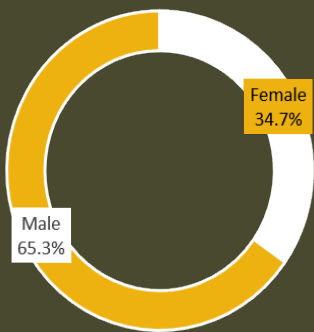
This is the percentage of male and female employees in four quartile pay bands (dividing our workforce into four equal parts).

The lowest 25% of earners (Band A) at CET were 34.7% female and 65.3% male.

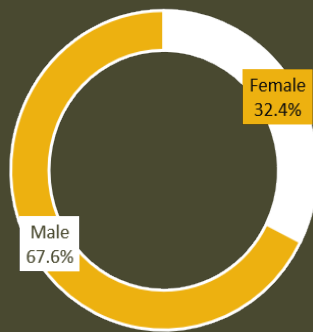
The highest 25% of earners (Band D) were 15.8% female and 84.2% male.

There has been a positive shift in the male:female ratio across all quartile bands since 2017, which is a testament to the work that CET has undertaken to improve its gender pay gap.

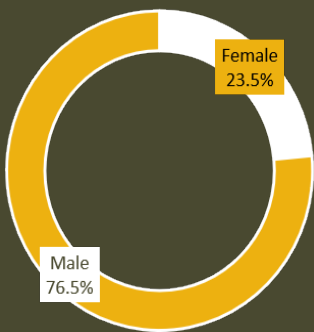
Band A (Lowest)



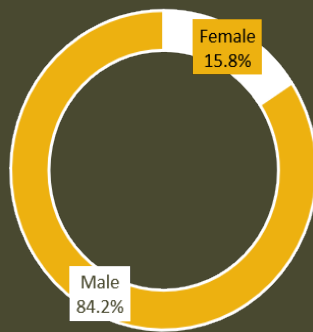
Band B



Band C



Band D (Highest)



The Current Picture

2018 saw a marked improvement on our 2017 figures. CET's gender pay gap is 10%, which is lower than the national average.

In the last 12 months, we have increased the number of female employees in management positions and ensured that our recruitment practices continue to be non-biased when looking at recruiting into all roles.



Despite the challenges arising from one of our divisions operating in a traditional industry, which predominantly attracts male candidates to senior roles, CET has continued to work towards closing its gender pay gap.

We have also increased the training opportunities across the business and currently have a number of female employees training through the company STEP management programme.

A number of female employees are also undergoing training through our Team Leader and Supervisory Management Apprenticeship scheme.

In our Home Emergency Department (Property Assurance division), we have recruited female Team Leaders and a female Assistant Manager.

In addition to recruitment, we have also invested more into our Employee Benefits in the last 12 months, introducing initiatives to improve our offering.

We have renewed our flexible working policy and ensured that all employees are aware of how they can benefit from this offering.

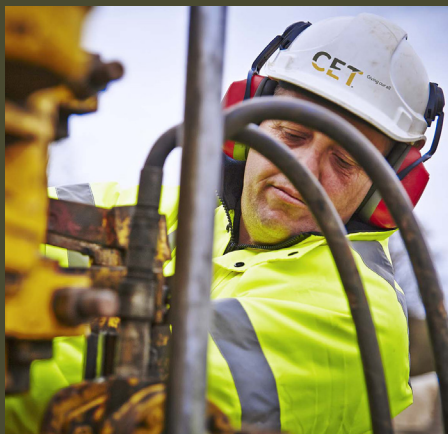
In addition, we launched an Enhanced Maternity, Paternity and Shared Parental Leave package at the end of 2018.

CET will remain committed to closing its gender pay gap in 2019, seeking new opportunities to improve its proposition to existing and prospective employees.

Our Commitment

CET pledges to address the gender pay gap through two key initiatives in 2019: Awareness Building and Flexible Working practices.

One of the biggest challenges for CET in closing its Gender Pay Gap is that its Infrastructure division continues to predominantly attract male employees. In turn, this creates a difficulty around promoting women into management positions.



To try and encourage more female workers into the business, as well as the industry at large, CET will deliver:

Awareness Building

In 2019, CET will campaign to raise greater awareness of career paths within the industries it operates, with a particular focus on encouraging more females to enter the workforce.

This will include the promotion of its own career pathways, as well as training programmes at all levels of the business.

In addition, CET will engage with local schools, to pilot a scheme that aims to educate young people about joining our industries. The pilot will consist of talks, work experience and careers fairs, to highlight careers paths into the Infrastructure industry.

Flexible Working

In order to encourage more female workers across all levels of the business, CET will review its flexible working practices, as well as alternative methods of working.

By reviewing methods that employees can use to conduct their daily activities, CET hopes to attract more employees into the workplace.

CET will remain committed to closing its Gender Pay Gap and to exploring new ways to engage with employees of all genders.



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