



Introduction

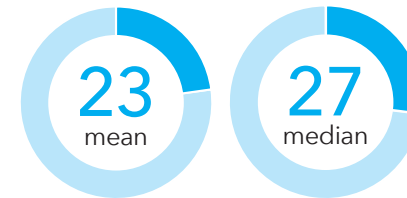
In line with the Equality Act (Gender pay gap information) Regulations 2017, DNV GL are required, by the 5th of April 2018, to publish an annual gender pay gap report based on any of our legal entities with over 250 employees. This applies, in the UK, only to GL Industrial Services UK Ltd (GLIS). DNV GL has decided to go one step further by sharing the results for the whole of its UK organisation.



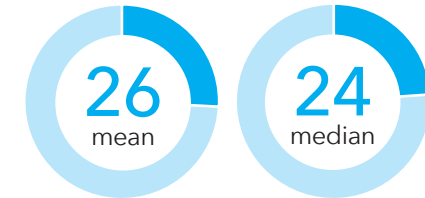
Gender pay analysis

The figures for GLIS and DNV GL have been calculated using the standard methodologies used in the Equality Act (Gender pay gap information) Regulations 2017.

GL Industrial Services UK Ltd



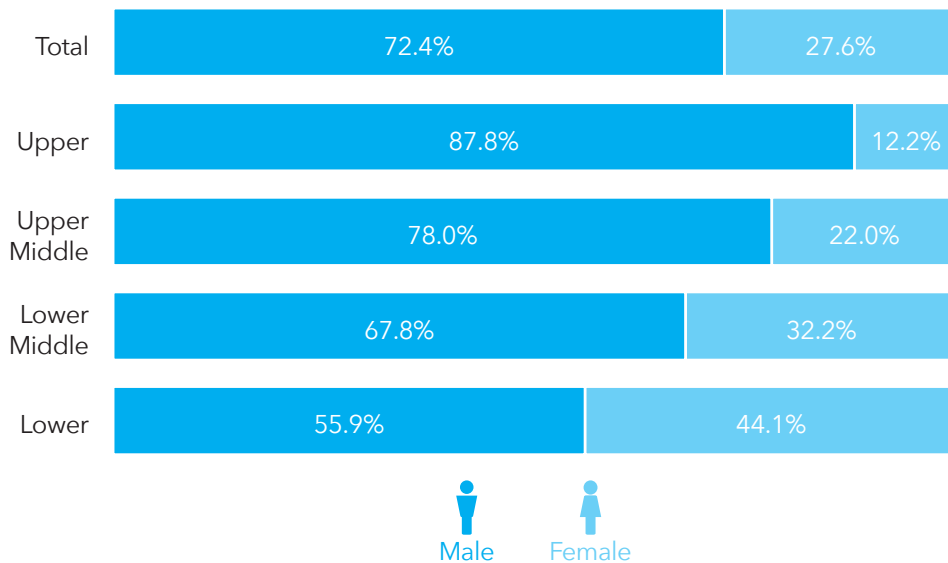
DNV GL



NOTE: Headcount numbers as at 5th April 2017 were 349 GLIS and 1,173 DNV GL. Filtering for 'Full Pay Relevant Employees', led to samples of 313 GLIS and 1,019 DNV GL.

Being a largely engineering based organisation, DNV GL operate within the Science, Technology, Engineering and Mathematics (STEM) areas. In this regard, GLIS and DNV GL report a 29.7% and 27.6% total female representation respectively. These figures compare favourably with the wider reported representation of women across the UK engineering workforce in 2017 (11%(1)). At DNV GL UK many of our female workforce are employed within the support to middle management recognised grades ('lower' and 'lower middle' pay quartiles reported below), while the large majority of upper quartile, and therefore senior management roles, are predominantly held by males. This disparity in proportion sizes between males and females across the pay quartiles is a significant factor in why a pay gap exists within DNV GL.

DNV GL - Proportions across pay quartiles



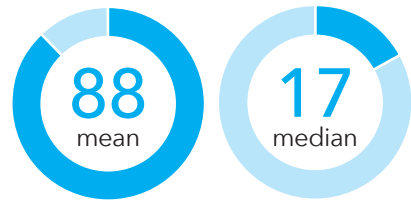
DNV GL believes that the gender pay gap seen within DNV GL does not equate to an equal pay issue, but rather the result of the roles in which men and women appear to predominantly work within the organisation, and the salaries that these roles attract. We report annually at Group level on equal pay for the UK region as well as other geographies which indicates that no equal pay concerns exist.

In order to remove a gender pay gap completely, there would need to be an equal ratio of men to women in each of the pay band quartiles identified. The current position, within DNV GL, shows a significant decrease in female representation between lowest and highest quartiles. DNV GL recognise that there is a challenge here.

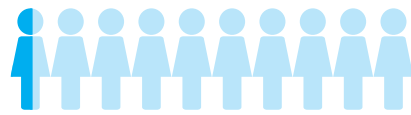


Bonus pay gap

GL Industrial Services UK Ltd

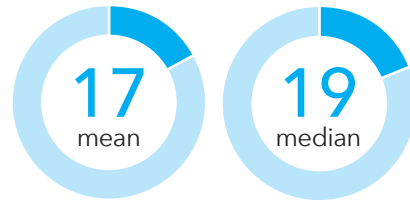


2% males receiving bonus

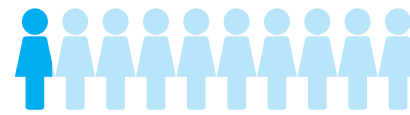


5% females receiving bonus

DNV GL



17% males receiving bonus



9% females receiving bonus

NOTE: The period covered was the 12 months leading up to 5th April 2017

There are relatively low samples across both GLIS and DNV GL. The sample size for GLIS was only 11 employees (5 males, 6 females) and for DNV GL, 178 employees (147 males, 31 females). The sample sizes were therefore heavily impacted through the bonus schemes in operation across the Company. With the GLIS mean result, this figure is heavily distorted through a small number of individuals receiving significantly larger payments than all others within the small sample overall.

For the large majority of employees who fell into grades 4 to 9 in this period (and therefore in the DNV GL Profit Share arrangement), payments for this scheme were not applicable in the period covered. This, in turn, would have impacted on those grades which realistically house the large majority of our female population within both GLIS and DNV GL, based on the proportionate numbers across the differing pay quartiles.

GL Industrial Services UK Ltd Gender pay gap report 2017

GL Industrial Services UK Ltd

Registered in England & Wales No. 32941136. Registered Office: Holywell Park, Ashby Road, Loughborough, Leicestershire, LE11 3GR, UK



[1] WES (2018) 'Statistics on Women in Engineering' [online].
Source available at: <http://www.wes.org.uk/content/wesstatistics>

Addressing the gender pay gap

DNV GL is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above) and we:

- provide a clear structure and guidance to managers and other staff members involved in pay reviews to ensure objectivity and fairness;
- evaluate job roles and pay grades as necessary to ensure a fair structure
- advertise management positions

On a local level across the UK, we have several DNV GL ambassadors who have, and are, pro-actively completing a variety of activities aimed at the STEM industry issues and women entering engineering. With our desire to continue to increase female representation across our organisation and in general to ensure an ongoing diverse workforce, we want to continue to support and encourage our staff in further activities of this nature moving forward. Some stand out activities DNV GL ambassadors have completed so far have included:

- Active participation in support of taking on students through the 'Year in Industry' scheme alongside the Engineering Development Trust (EDT)
- SmartSTEM - event specifically for approx. 40 female students at a University involving an engineering related practical activity and talk from members of our Engineering staff
- Support with local schools and colleges at events including career fairs and career talks. This includes supplying career packs, requirements to different technical roles within DNV GL, and employee case studies
- Supporting the 'Gold Crest awards', whereby students undertake a placement then write reports and create presentation posters; the Gold Crest award is then issued and this enhances a student's CV/ personal statement for ongoing university or job applications

Whilst some of the above are not specific in targeting female representation solely, we believe that the approaches taken have opened the communication channels with students and children broadly across multiple regions, which reaches out to both males and females in encouraging pathways into the STEM related industries.

Next steps - Immediate priorities

Our first step is to extend our evidence-gathering to break down the results for each of our Business areas and better understand if the same or other patterns are seen across our specific disciplines. Further steps will be taken to broaden the knowledge of any gaps across career 'tracks' and/or grades in line with our career model. We believe that these steps will give us the best platform to identify key common focus areas for action.

We also recognise that in the last three years there has been a downturn in many of the markets in which we operate. This has led to restrictions on our ability to recruit externally in those very sectors. Our hope is, that as we see conditions in these markets improve, we will be able to recruit significantly and with this, work towards addressing our gender pay gap where this is appropriate.

We do acknowledge that it could take several years before we can make significant in-roads on the overall pay gap figures seen, but nevertheless we will continue working on multiple actions in a variety of areas to work to reduce this gap.

We will continue to report our results and the progress we are making both internally and externally on an annual basis, with any further initiatives launched in respect of tackling the gender pay gap also reported internally throughout each year.

I, Pradeep Vamadevan, UK Country Chair, confirm that the information in this statement is accurate.

Signed



Date

28/03/2018

