

Gender Pay Gap Report supporting narrative 4th April 2020

RINA is an engineering consultancy and we employ leading technical expertise to support our clients to achieve success through innovation, sustainability, safety and quality. Our talented workforce turns brilliant ideas into excellent solutions.

RINA Group SpA (UK Entities) is proud of the excellence behind our clients. Our gender pay gap is strongly influenced by the salaries and gender makeup of our engineers, which as a profession is predominantly male. The salaries for the engineers are relatively large by comparison to other employees within the business and this therefore has an influence on the average salaries across the company.

CONTEXT OF DATA

This data was collected on 4th April 2020, and contains salary, gender and working time data of all our employees in the UK. The following provides explanations of terms used:

Hourly rate – this is calculated by taking the Full Time Equivalent Salary and dividing it by the number of hours worked per year.

Mean hourly rate – calculated by collecting the total of hourly rate for each specific gender and dividing by the number of people within that gender.

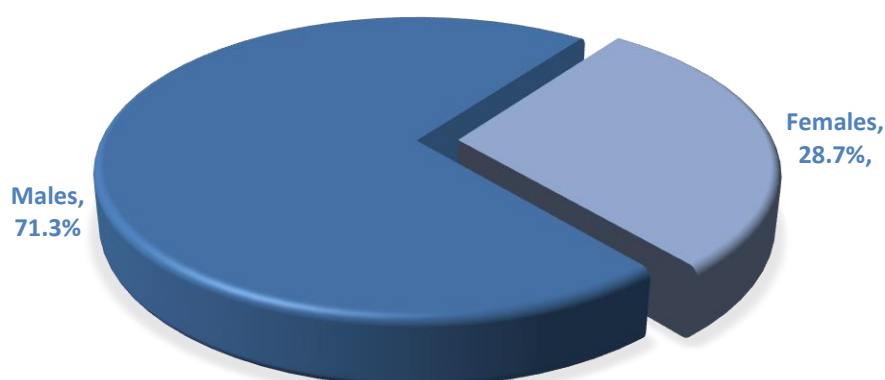
Median hourly rate – is the middle value when hourly rate is ordered lowest to highest for each specific gender.

Quartile – taking all salaries and ordering them from lowest to highest and dividing them into 4 sets.

FACTS AND FIGURES

The number of employees within RINA Group SpA (UK Entities) is 296 which is an increase of 8% headcount to 2019. The following graph shows the split between genders and represents a 5.5% increase in males and an 18% increase in Females in comparison to the previous year:

EMPLOYEE DEMOGRAPHIC



MEAN AND MEDIAN PAY GAP ACROSS RINA

	Male Hourly Pay	Female Hourly Pay	The % delta male to female ratio
Average	£27.10	£18.95	30%
Median	£25.84	£16.99	34%

The above table represents the gap between Male and Female hourly pay of all employees Within the company as at 4th April 2020. The average hourly pay for females has increased by 5% on 2019 data.

PROPORTION OF MALE AND FEMALE BY QUARTILE

The below table shows the percentage of males and females in each respective quartile. The quartiles are created by taking each employee salary and ordering them from lowest to highest, then dividing them into 4 equal quartiles.

Salary Quartiles	Males	Females
Quartile 1	44.59%	55.41%
Quartile 2	64.86%	35.14%
Quartile 3	86.49%	13.51%
Quartile 4	89.19%	10.81%

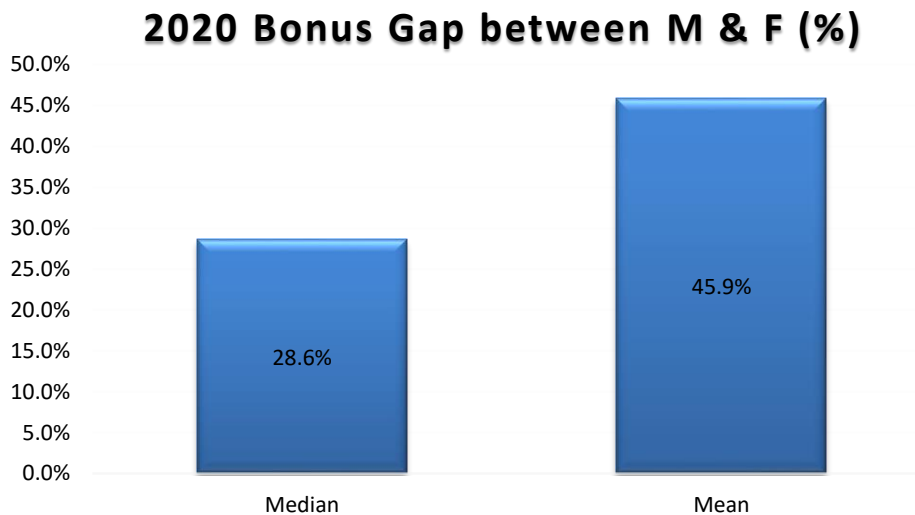
The above table shows the percentage of males and females in each respective quartile. There has been a small increase in both quartile two and quartile four of female representation.

PROPORTION OF MALE AND FEMALE BY BONUS 2019/20

Below are the figures for the bonus payments made in 2019/20



The chart above represents the percentage of male and female employees who received a bonus in 2019/202. Of 211 male employees, 28.0% of them received a bonus in comparison to 12.9% females of 85 female employees. This means that males are 15% more likely to receive a bonus payment than females.



The Mean (Average) Gender Pay Gap using bonus pay

As per the chart above, RINA has a 45.9% mean (average) gender pay gap using bonus pay. This means that on average, males are paid 45.9% more in bonus pay more than females. Which means for every £1 a male receives in bonus pay, a female receives 55p.

The Median Gender Pay Gap using Bonus Pay

RINA has a 28.6% median bonus gender pay gap. This means that when using the median, males receive 28.6% more bonus pay than females. Which means for every £1 a male receives in bonus pay, a female receives 72p.

There is a vast gap between male and female bonus pay and the reason for this is due to the disproportion of male and female employees within the business. Below we highlight the actions taken by RINA to reduce this gap.

OUR AIMS TO REDUCE THE GENDER PAY GAP

RINA has engineering at its core and although females outperform males at school age in the Science, Technology, Engineering and Maths (STEM) disciplines, females are not opting for engineering subjects at university level or entering the engineering profession in the same numbers as males.

The activities undertaken by RINA to encourage women into the engineering discipline and to reduce the gender pay gap are:

EQUAL OPPORTUNITIES

We are an Equal Opportunities employer throughout our employee's lifecycle. We run a robust recruitment process ensuring that bias is minimised. As part of our talent plan, we will use the information gathered at recruitment stage to inform ongoing development plans for our people. This will help educate managers in hiring and developing their staff, and it will support our decisions in developing our leadership pipeline for

the future. It will also help with engagement and ensure that women are getting the support they need regardless of their backgrounds and experiences.

The following activities began in 2020 but were hindered as a result of Covid 19, however, they continue to be developed during 2021 onwards.

Disability Confident Scheme

We have introduced the Disability Confident Scheme to RINA which is designed to change the attitudes and cultures for our hiring process, whilst drawing upon a wider talent pool; this has been firmly embedded into your recruitment process to encourage a culture of inclusiveness. We are also a recognised and registered company to Force Family Jobs.

My Career Framework

Our new career development tool 'My Career Framework' has helped align our grading system with business activities, including competencies. This directly informs our appraisal and salary review process and support progression based on merit.

IRespect

Protecting our integrity and dignity is of the utmost importance at RINA and it is a priority that we will achieve together. Every individual must feel valued and respected and know that they can count on the support of their colleagues. As a result, RINA have introduced and implemented IRespect, a series of initiatives to raise awareness and generate greater understanding of Diversity, Inclusion and Harassment in the workplace.

Diversity & Inclusion

RINA Corporate has identified that as a business we need to be more aware of our working and recruitment practices. In line with our diversity and inclusion initiative we have launched unconscious bias training modules to all employees to further our equality and inclusion culture.

SUPPORTING OUR SOCIETY

We know that to change the way society and businesses treat, develop, and promote women needs to be an inclusive activity by both genders. By sending our engineers out to schools we inspire both girls and boys to consider engineering as a profession. The message we send to our young people is as important to us as the message we send to our own employees. We want women to understand their career paths and to understand the importance of financial freedom and how that aids better career choices.

We have exhibited in events such as the Big Bang Fair, graduate recruitment fairs in the past, and due to COVID 19 restrictions we have not been able to do so this year. However, as the restriction ease we will ensure this is a practice that we continue to do.

Graduate Intake

RINA has an annual graduate intake of technical experts where we look to widen our talent pool and encourage female applicants. In the UK we are currently reviewing our graduate programme to ensure our graduate employees have a career path. The development plan will facilitate them becoming Consultants over a three-year period with the applicable salary increases in line with their progression.

STEM Activities

We support our engineers who act as STEMNET Ambassadors and allow paid time off for their work. Due to COVID 19 restrictions, this has been a low uptake of attendance to such events.

Ambassadors of Schools

We also have our own programme of events such as supporting local schools by showcasing our work, running CV clinics, and offering career advice. Due to COVID 19 restrictions, this has been a low update of attendance to such events.

Flexible working practices

We have demonstrated an excellent record of adopting flexible working requests within the company which has been further enhanced this year with our Smart Working initiative. This flexibility has enabled working parents to have more choice and continues to create more opportunity than before to continue with their career.

We have continued to implement 'Smart Working' practices across all UK offices and due to the pandemic, we operated at 96% of employees Working from home. We recognised that parents required more flexibility to adapt to a new way of working and provided assurances to our employees to manage their time to suit their needs.

RINA has identified that it is imperative to ensure fairness to all employees, therefore, we plan to review our Family Friendly policies to ensure our female employees are not disadvantaged by taking time off for childcare responsibilities. In line with this we are also reviewing our Shared Parental Leave policy to ensure equal fairness for both male and female parents.

Talent Development

We are in the process of building a strategic platform for our talent development activities including coaching for success and career mapping. Our plan will put more focus on supporting and encouraging females to take greater control over their own careers.

We offer an internal Professional Development Scheme (accredited by the IET, and IOM3) with internal mentors to assist our technical experts to achieve chartered or incorporated status.

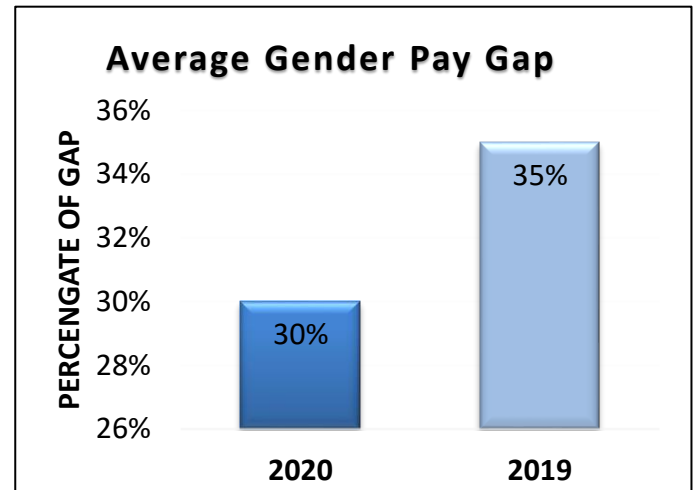
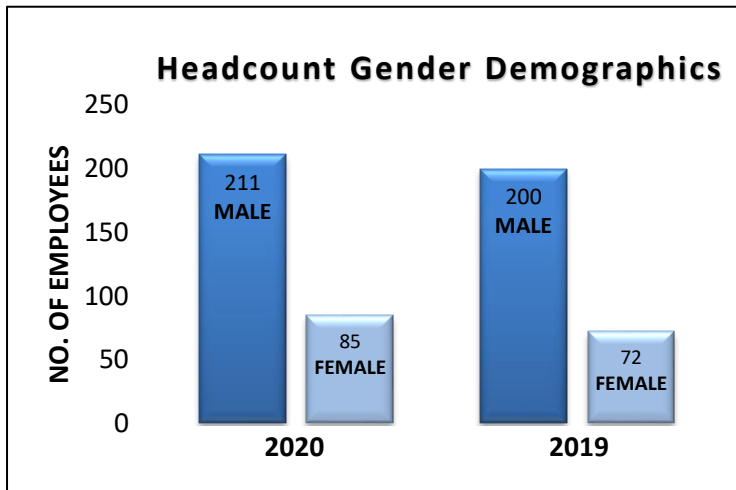
As a levy paying employer, we are proud to offer our employees the opportunity to continue their development both technically and professionally.

GLOBAL MOBILITY

As a global company we have project opportunities around the world. When scoping the project work, and the resources required, we look at the skills needed and ensure that we are fair and consistent with our approach.

Some Key observations of the 2020 pay gap comparison:

- There has been a 18% increase in female representation in comparison to a 5.5% increase in male representation. This demonstrates our increased focus on recruitment of female employees.
- There has been a positive 5% change in the gender pay gap – this is due to the average hourly rate of males staying relatively static and female hourly rate increasing by 8%.



FUTURE INITIATIVES

As we move further into 2021/22, we will see a people strategy emerging from RINA Group Head Office that will facilitate putting people at the heart of what we do. We recognise the need for systemic change and will continue to put greater focus on providing activities around:

- Career progression models
- Management capabilities
- Leadership pipelines
- Unconscious bias
- Improved communication
- Reward performance based on merit
- Improved workforce planning
- Holistic approaches to talent management

I confirm that the data reported is accurate:

Business unit Directors of RINA Group SpA (UK Entities)

Head of Human Resources, RINA Tech UK Ltd.