

# Proserv Gender Pay Gap Report 2024

## INTRODUCTION

Proserv is a controls technology company. We provide solutions to clients across the energy sector to maximise production, improve performance and reliability, and extend asset life. A global supplier with 13 locations worldwide, we employ around 810 people.

All UK organisations that employ over 250 employees have been required to report annually on their gender pay gap. This is defined as the difference in average earnings of men and women over a standard time period, regardless of their role seniority.



# GENDER PAY REPORTING 2023

GENDER BALANCE AS OF APRIL 2023  
76% MALE | 24% FEMALE

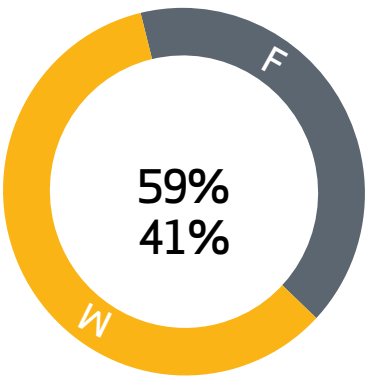


24.77%

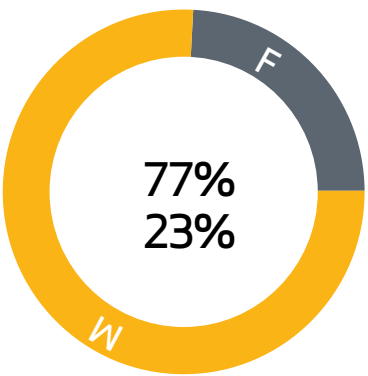
MEAN GENDER  
PAY GAP

15.88%

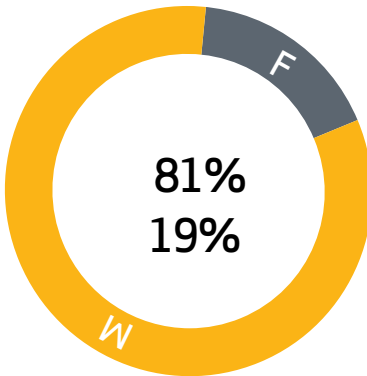
MEDIAN GENDER  
PAY GAP



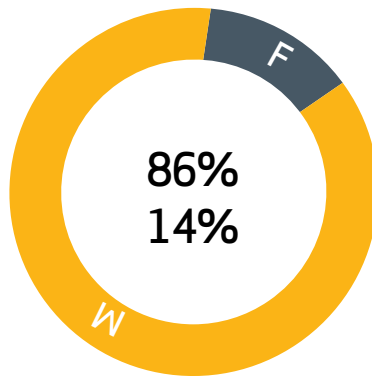
Proportion of men/  
women in lower  
quartile pay band



Proportion of men/  
women in lower middle  
quartile pay band



Proportion of men/  
women in upper middle  
quartile pay band



Proportion of men/  
women in upper  
quartile pay band

MEAN BONUS PAY GAP | 65.41%  
MEDIAN BONUS PAY GAP | 88.57%

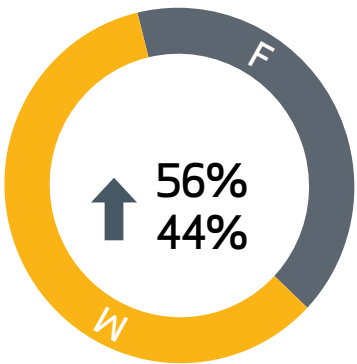
# GENDER PAY REPORTING 2024

GENDER BALANCE AS OF APRIL 2024  
76% MALE | 24% FEMALE →

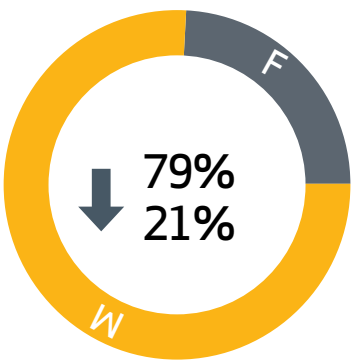


27.21% ↑  
MEAN GENDER  
PAY GAP

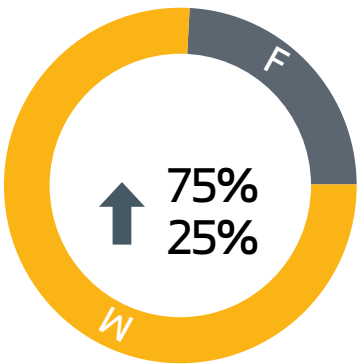
22.22% ↑  
MEDIAN GENDER  
PAY GAP



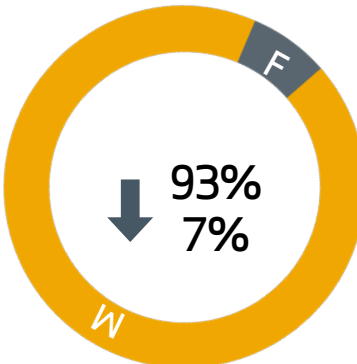
Proportion of men/  
women in lower  
quartile pay band



Proportion of men/  
women in lower middle  
quartile pay band



Proportion of men/  
women in upper middle  
quartile pay band



Proportion of men/  
women in upper quartile  
pay band

MEAN BONUS PAY GAP | 71.69%  
MEDIAN BONUS PAY GAP | 74.26%

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires Proserv to publish information in ten defined categories, to illustrate the difference between the average earnings of men and women in our organisation.

Having run our calculations for the April 2024 pay period, the results are provided opposite.

The arrows indicate how the percentage of female employees in four defined categories has altered in the period from April 2023 to April 2024.



## OUR FRESH VALUES

### At the heart of everything we do

Guided by a clear set of values, Proserv has a distinctive, delivery focused culture. At the heart of everything we do, our FRESH values guide our decisions and behaviour. They define who we are, how we operate and what we stand for. They also influence the way we work with each other and serve our clients. These values continue to have a positive impact on all aspects of our business, from QHSE performance to product development and customer service delivery. Leveraging our collective capability is key to our success. We promote teamwork, collaboration and the sharing of knowledge and best practice and we aim to be open and transparent in everything we do.

### Forward as a team

Our people are fundamental to the success of our organisation. We create a stimulating and open work culture that encourages personal development. We aim to develop our organisation around a valued and motivated workforce and to attract, develop and retain the best people.

### Right thing, right way

At Proserv, we respect the culture, customs and rules of the countries in which we operate. We apply the highest ethical standards to everything we do and we will always strive to do the right thing wherever business takes us.

### Entrepreneurial spirit

Our entrepreneurial spirit enables us to look beyond expected boundaries. We aim to be recognised as experts and pioneers in our field and to encourage a culture of open



## OUR FRESH VALUES

communication and innovation. We continuously seek growth and we acknowledge and reward new ideas and creative thinking.

### Serious about service

When a customer buys a product or service from Proserv, they buy a lifetime of support and expertise. We also seek to continually improve the service we provide and try to exceed expectations. Our customers will recognise us for service excellence and commitment to quality.

### Help, share and communicate

Leveraging our collective capability is key to our success. We promote teamwork, collaboration and the sharing of knowledge and best practice and we aim to be open and transparent in everything we do.



# IMPROVING GENDER BALANCE AT PROSERV

## Family leave



We continue to support all of our employees with our paternity, maternity, shared parental and adoption policies.

## Women's health



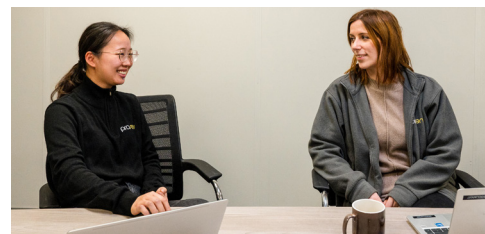
We offer wellbeing support and services, including women's health referrals through our private health care.

## Inclusion



We understand that all employees are at different stages in life and have different needs. We offer a range of flexible benefits that our employees can choose from.

## Work / life



Our flexible work policy and hybrid working arrangements are in place to support our employees with various working patterns.





## RECRUITMENT

We continue to monitor recruitment applications for all vacancies, both internal and external, irrespective of level or grade to ascertain:

- The percentage of female applicants to male applicants
- The ratio of female and male appointments when compared to overall applicant numbers

Proserv received **1,804** applications for positions that were advertised in 2024.

**1,495** (82.9%) were male applicants, **293** (16.2%) were female applicants while **16** (0.9%) were undisclosed.

Of the **29** roles that we hired, **7** of these (24%) were filled by females, and **22** (76%) by males, a higher percentage of female applicants were hired than the overall percentage of female applicants that applied.

We continue to provide guidance and support to our hiring managers and have introduced a new learning management system which includes unconscious bias and diversity, equity and inclusion training.



## DEVELOPMENT AND MENTORING



### Early Careers

We continue to work with local schools, colleges, universities and employer forums to promote science, technology, engineering and mathematics (STEM) sector as a career option for both female and male students.



### Learning Management System (LMS)

Our new LMS is available to all employees.



### Proserv Mentoring Programme

The Proserv Mentoring Programme has been designed to complement other training and development activities, developing our talent in alignment with Proserv FRESH values, fundamental soft skills that are required to get the best performance from our talent and giving new opportunities and challenges.





## ACTION PLAN

### Recruitment and Selection

We believe that our recruitment and selection policy and process is gender neutral by design and recruitment adverts are worded in that manner. We do not encourage applications from one gender or another.

- We will continue to ensure our roles are advertised with neutral text, supporting inclusivity
- Continue to provide support and guidance to our hiring managers during the recruitment process and roll out our new unconscious bias and diversity training for managers

### Information and Training

To coincide with the publication for our gender pay gap report, we will:

- Connect with our line managers to help them understand our gender pay gap findings and discuss any training needs
- Liaise with our Employee Representative Forum to widen understanding of our report and equip its members with the knowledge needed to further support our employees



## STATEMENT OF COMMITMENT

I confirm the gender pay gap analysis contained in this report is accurate and signifies the commitment of the Proserv UK management team to the action plan submitted with it.

Davis Larssen  
Chief Executive Officer  
April 2024

