

The Briggs Group of Companies Gender Pay Gap Report

Briggs MARINE & ENVIRONMENTAL SERVICES



Gender Pay Gap

What is it?

What is the Gender Pay Gap?

The gender pay gap is an equality measure of the difference in average earnings between women and men.

Following the introduction of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish Gender Pay Gap information on their website.

One legal entity within the Briggs Group of Companies falls within the scope of the regulations, and that is Briggs Marine Contractors Limited, and its pay gap information is set out below

The information is based on the snapshot date of 5th April 2020, at which point, the company employed 473 male employees and 38 female employees



Gender Pay Gap Pay and Bonus Gap

Pay and Bonus Gap

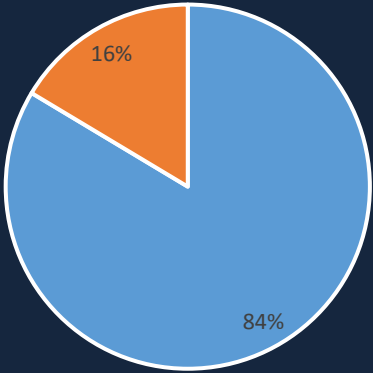
	Mean	Median
Hourly Pay	20.9%	14.8%
Bonus	73.9%	-141.0%

- We are confident that men and women are paid equally for doing equivalent roles within the company
- 23.0% of Male employees received Bonus
- 34.2% of Female employees received Bonus
- Our Equality & Diversity Policy is focussed on giving equal opportunities to all employees

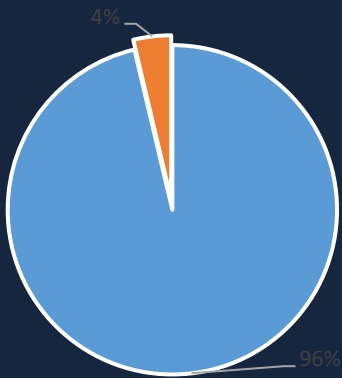


Gender Pay Gap Pay Quartiles

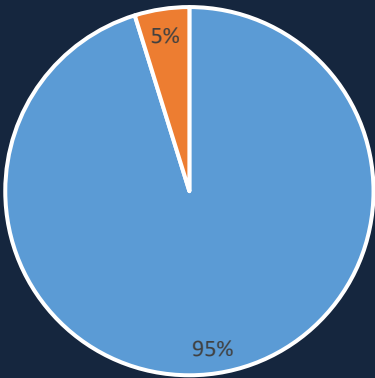
Lower Quartile Pay Band



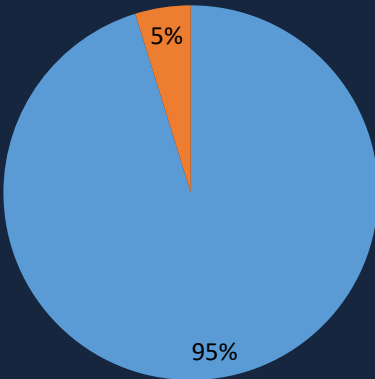
Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band



Upper Quartile Pay Band



Male
Female



Gender Pay Gap

How we focus on it

- Briggs recognises the benefits of a diverse , equal and inclusive workforce throughout the business
- We encourage flexible working, and our approach to equal pay helps us to recruit and retain both male and female employees
- We are committed to the rates of pay set out by the Living Wage Foundation

