

2025 UPDATE

Gender Pay Gap



The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all companies with more than 250 employees to publish details of their gender pay and bonus gap for UK employees. This statement sets out our gender pay data and the information presented is based on a snapshot date of 5th April 2025, with bonus data covering a 12-month period from 6th April 2024 to 5th April 2025.

At EnerMech we are committed to ensuring that people are treated equally at work, across all levels and locations. This includes making sure our employees have the same opportunities for recognition, reward and career development, irrespective of their gender. Our mean gender pay gap is 23.9%, while the median gender pay gap is 28.1%

Our mean gender pay gap has increased from 12.4% to 23.9%, and our median gender pay gap has increased from 3.4% to 28.1%.

The percentage of men who received bonus pay was 17.63% and the percentage of women was 24.73%. The mean bonus pay has shifted from 35.94% to -43.34% and the median bonus pay has shifted from 54.6% to -88.06% which reflects changes in bonus allocation and performance outcomes in reporting period.

The gender pay gap is primarily driven by two factors: the under-representation of women in senior leadership roles and lower number of women working offshore or in higher-paying technical roles such as engineering and project management.

This gender pay gap is broadly consistent with those seen across many businesses in the engineering and industrial sectors and reflects wider challenges within these industries. Globally, women represent only one fifth of employees in the oil and gas sector and in the UK only 24% of the oil and gas sector workforce is female. Only 19.8% of all undergraduates in engineering are women and the UK also has the lowest percent of female engineering professionals in Europe at less than 11%.

The Chief People & HR Officer, Dominic Horn stated, "Addressing the impact of the gender pay gap on our business will remain a key focus through 2026. We are actively working to achieve greater gender balance across our workforce. In the coming year, we will maintain our efforts to increase the representation of females working in upper, lower-middle, and lower hourly quartile roles. We will continue to support the UK Government's initiatives aimed at reducing the gender pay gap. As an organisation operating in over 26 countries, we are committed to diversity, equity, and inclusion in all areas where we operate."