



SMS

Gender Pay Report

2023

Gender Pay Gap Reporting

SMS supports and encourages gender diversity amongst its workforce and welcomes the requirement for gender pay gap reporting, introduced to increase pay transparency, and is committed to diversity and inclusion throughout the business.

Gender within SMS¹

Overall, the SMS Group workforce is 31% female and 69% male. As we are part of the historically male-dominated engineering industry, it is no surprise that our organisation has such a wide gender split (weighted towards men), and that a gender pay gap exists.

The mean gender pay gap in hourly pay for the SMS Group is 19.5% (compared to 22.4% in 2022), and the median gender pay gap is 33.8% (compared to 37.2% the previous year). Both gaps are decreasing which is positive.

Specifically, within SMS:

As at 5 April 2023 there were 1409 employees within SMS, compared to 1284 in 2022. An increase of 125 employees, with the majority of these being male. Overall, there 1% more women in the total workforce (2023 verse 2022).

- There are more men than women within the engineering industry, from which we source most of our employees and therefore there are more male than female engineers within SMS;
- There are more men than women in senior roles;
- There are more women in part-time roles and;
- There are more women in lower paying roles.

It is worth noting that most of these issues are prevalent throughout the UK and internationally, so are not unique to SMS.

During 2023, we promoted 5 women internally into senior positions and appointed 7 women externally into management level positions.

Taking Action – Our Strategy

SMS supports and encourages a culture of gender diversity amongst its workforce. It is through the contribution of 'Our People' from of all backgrounds that ensures our business is successful, as only a diverse, inclusive, and engaged workforce will produce the solutions we need to tackle the varying challenges faced by our business, and industry leading thinking will transition the energy market.

We are prioritising the following areas for action: Diversity & Inclusion will remain a strategic driver, utilising external accreditations and memberships for support (i.e. WES), additionally utilising internal tools including the SMS EDI voluntary monitoring form (with a focus on increasing completion rates), and continuing to use our group pay and reward framework. This will help ensure there is no bias towards either gender from the point of recruitment, through to salary conversations and progression opportunities, and we continue to actively promote gender balance within the SMS Group and explore how we can continue to attract women into our organisation, to create a more even gender balance, specifically in our engineering workforce.