



UK Gender Pay Gap
Report 2022

Aker Solutions is strongly committed to the principles of **equity, diversity** and **inclusion**.



Our 2022 Gender Pay Gap

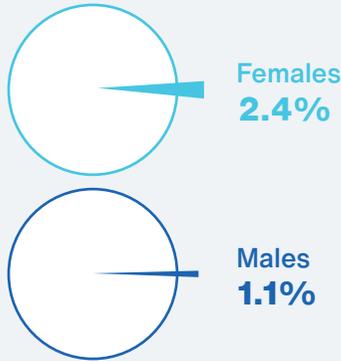
The UK Gender Pay Gap Regulations require all companies with 250 or more employees to publish details of their gender pay gap and bonus gap.

Gender pay gap and bonus gap reporting figures

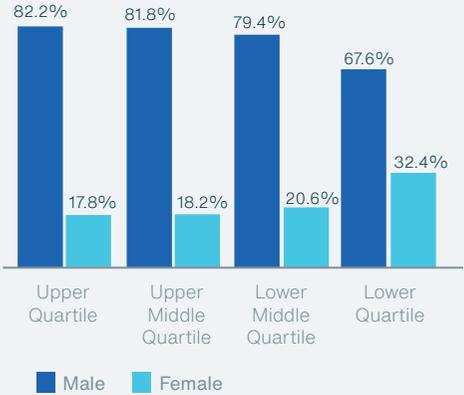
The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender pay gap	12.0%	17.6%
Gender bonus gap	50.3%	36.1%

Proportion of females and males receiving a bonus payment



Proportion of employees in each quartile pay band



Responding to the Gender Pay Gap

- We are pleased to be continuing to make steady progress in reducing the gender pay gap, with the mean pay gap being half of what it was when reporting first started in 2017 and the median pay gap just short of half of the 2017 figure.
- The mean and median gender bonus gaps have both swung significantly in favour of men in 2022. This is largely as a result of the reporting period impacted by Covid, when only a very limited number of bonus payments were made. The bonus reporting covers the period 6 April 2021 – 5 April 2022. This includes the time when bonuses for 2020 would have been paid in April/May 2021, but were withdrawn due to Covid.
- Our male/female split is: 77:23, which is the same as 2021.
- We continue to see small movements up and down across all the quartiles.
- Closing the gender pay gap continues to be an organisational and societal challenge. To help address these challenges, we continue to work with schools to encourage interest in STEM subjects at an early age. This year we have introduced 'Business Insight Days' for young people. The objective is to give students a deeper understanding of how our business functions, operationally and strategically. We also aim to give students a flavour of the business culture, values and KPIs and to demonstrate roles and routes into employment.
- As an OEUK Signatory and AXIS Pledge participant, Aker Solutions is fully committed to work towards providing equal leadership and equal opportunities irrespective of gender. Furthermore, Aker Solutions is committed to understanding the underlying reasons behind our gender pay gap, take positive actions to close it, and to openly communicate on this with our staff. Finally we have an employee led Gender Inclusion team, which is one of three diversity committees, and is focused on equity, parity and fairness for all, regardless of gender.
- The 'Aker Solutions Attitudes' promote diversity, empowerment, trust and respect, working and celebrating together, as one diverse team.
- Our Code of Conduct expressly supports respect to all people, regardless of sex.
- Aker Solutions supports long-term flexible working, through consideration of people's work/life balance, their family and personal circumstances and how the organisation can continue to learn. Such a policy supports continued development of everyone, women and men, in a new digital work environment.
- We continue to support the UN Sustainable Development Goals, including those that focus on inclusive learning and development around the world, which aligns with our culture and our drive for equality, diversity and inclusion.
- The company makes its data on diversity transparent within its employee self-service site, Employee Central, so that all its people can understand its status and how that changes.

Our Attitudes



Safeguards



Solutioneers



Changemakers



Co-creators

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Aker Solutions seeks to promote diversity through the development of its people, providing transparent and equal opportunities for everyone.



Jason Brown
SVP
Renewables, UK

A handwritten signature in black ink, appearing to read 'JB' with a long horizontal stroke underneath.

Paula Smith
Senior Manager
P&O Regional Manager, UK

A handwritten signature in black ink, appearing to read 'Paula Smith' in a cursive style.