



2020 FieldCore Gender Pay Gap Report - UK

All pictures in this document were taken in 2019.

About FieldCore

FieldCore, a GE company, is a global, industrial field services powerhouse with offices on five continents, operating in more than 100 countries. From the front lines to the back offices, our diverse workforce is more than 12,000 employees strong, providing regional solutions with global standards and expertise.

Our extensive understanding of GE's and other equipment, paired with our focus on World-Class Execution, gives us the advantage customers trust.

OUR VALUES, OUR CULTURE

Because people are at the heart of FieldCore, our organization stays on course by remaining focused on our Core Values which are the foundation of our success:



INTEGRITY

We will protect the reputations of our customers as well as our own, taking responsibility for actions and keeping our word with customers and colleagues.



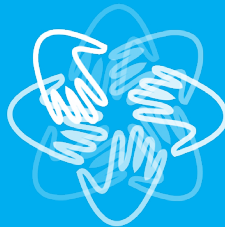
SAFETY

We will ensure no harm to our environment, employees, customers and the people we work with everyday.



QUALITY

We will go beyond expectations to deliver quality products and positive experiences.



INCLUSION

We will create a culture where all employees are treated fairly and respectfully, have equal opportunities and are comfortable to be themselves.

WHAT IS THE GENDER PAY GAP AND HOW IT IS DIFFERENT TO EQUAL PAY?

Gender Pay, as defined by the UK Government Equalities Office, measures the difference between the average and median pay of all men and women in a company. It is important to understand that Gender Pay is not the same as Equal Pay. Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

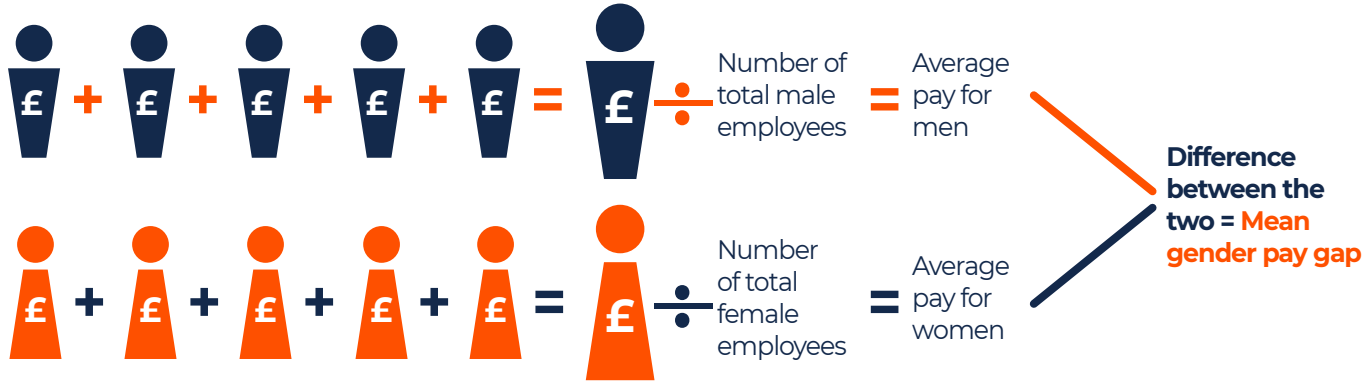
WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in earnings of men and women across the UK organisation.



MEAN GENDER PAY GAP

The mean gender pay gap is the difference in the average hourly pay for women compared to men.



MEDIAN GENDER PAY GAP

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



CREATING AN INCLUSIVE ORGANIZATIONAL CULTURE

At FieldCore, we believe success happens when employees from many different backgrounds, cultures and viewpoints feel free to suggest ideas, voice opinions and openly collaborate on solutions.

We strive to foster and nurture an organizational culture that is unique and inclusive. To help achieve that, we're committed to increasing the number of women among the ranks of all our employees, and specifically in the field. We understand that this is key to creating innovative solutions for customers and moving our business forward.

By focusing our attention on creating an inclusive culture, offering benefits that lead to better work/life harmony and developing future women leaders, we aim to close the gender pay gap.

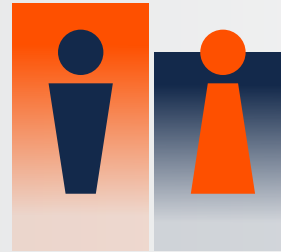
We're partnering with schools to encourage young girls to pursue careers in science, technology, engineering and math. Where possible, we offer flexible working arrangements that help both women and men balance their personal and family commitments with work commitments. We work to attract the best, most diverse talent for roles across the organization, and have robust talent processes and committed people leaders to ensure we're supporting that talent in growing and developing their skills to advance up through the organization.

GENDER PAY GAP AND GENDER PAY BONUS PAY GAP RESULTS

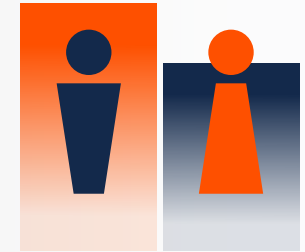
Covid-19 highlighted the important of the services FieldCore provides, with FieldCore employees being categorised as 'key' or 'essential' workers. FieldCore as an organisation rapidly adapted to the current Covid-19 situation, ensuring the health and safety of employees who are so essential in the ongoing provision of power worldwide.

PAY GAP

Male employees earn on average (MEAN) **25.5%** more than female employees



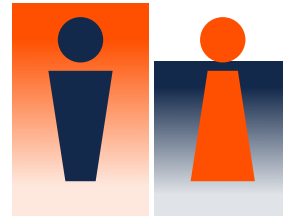
Male employees earn **25.3%** more than female employees (MEDIAN)



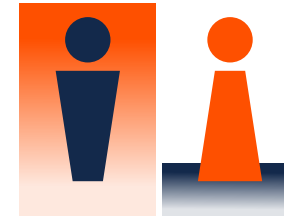
Number of employees in April 2020 in FieldCore UK: Female: 59 Male: 562

BONUS

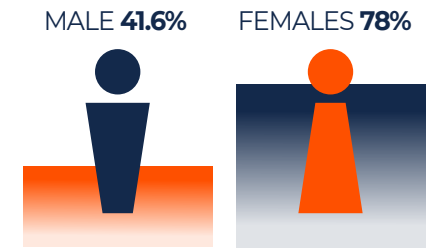
Average (mean) male bonus earnings are **28.1%** higher than female bonus earnings



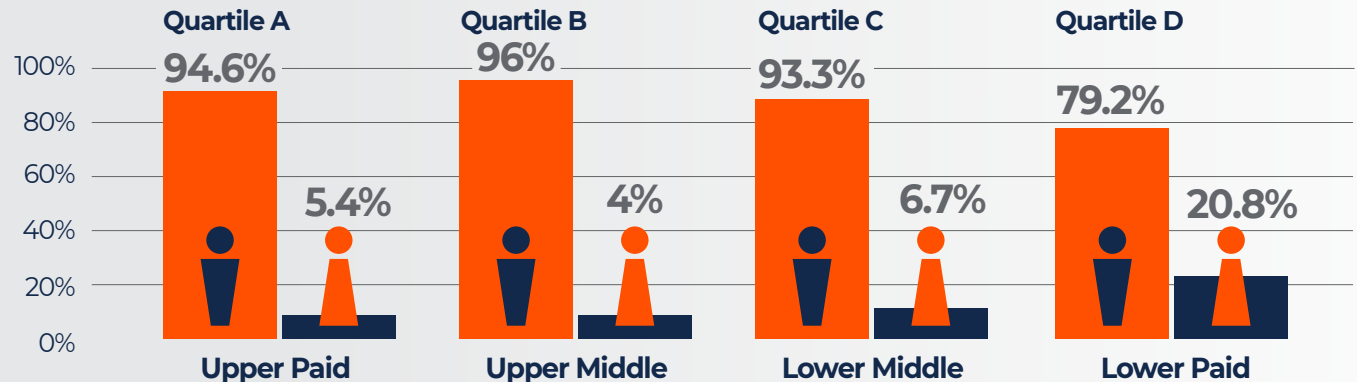
Median male bonus earnings are **21.1%** higher than female bonus earnings



Proportion of males and females receiving a bonus payment



GENDER BREAKDOWN PER PAY QUARTILE



OUR JOURNEY TO CREATING AN INCLUSIVE ORGANIZATIONAL CULTURE

FieldCore was created in 2018 by combining GE's Field Service Organisation with Granite Services International. The results shared in the last Gender Pay Gap Report (2018) reported information relating to employees of Granite Services International UK only - the Gender Pay Gap Report for 2020 includes the information relating to both combined organisations in the UK.

Due to the differences in the populations on which we have reported in 2018 and 2020, there are some limitations in comparing the information summarised in both reports. One consistent point, however, is that female employees are proportionately fewer at the higher paid levels of our organisation in the UK and this in turn impacts the Gender Pay gap and Gender Bonus Pay gap.

Our UK organisation is, however, part of our broader European organisation, and as an organisation which offers fully flexible working arrangements for employees, our middle and senior management population are spread across the European region. This results in a different weighting of roles organisationally within Europe than that which is presented in this report based on the UK pay quartiles – for example, 21% of our European workforce at Senior Manager, Director and Executive level is female and 24% of our middle management workforce in Europe is female.

FieldCore also has a significantly higher male population due to historical labour market factors where fewer females have historically had the requisite technology and engineering skills required by our business.

INITIATIVES WE ARE UNDERTAKING TO ENSURE A MORE DIVERSE AND INCLUSIVE WORKFORCE

At FieldCore, and our parent company GE, we are passionate about having diverse employee representation across all organisational levels. In our last Gender Pay Gap report, we talked about FieldCore's 'Unique and Inclusive' initiative, the program on which we focused our diversity and inclusion initiatives both globally and in the UK. These initiatives have continued to evolve, including the appointment of a Chief Diversity Officer in 2020 and the introduction of 'Inclusion' as one of FieldCore's Company values.

With regards to our parent company GE, GE initiatives and community and education programmes include a programme called 'Girls Get Set', a scheme aimed at secondary school aged girls demonstrating how exciting the opportunities in Science Engineering and Technology (SET) are, and encouraging and supporting females in choosing a SET career path.

Some further initiatives undertaken in the last 24 months, with the aim of achieving our gender and diversity goals, are as follows:

- Regular awareness and education of the benefits of diversity in our organisation through internal all-employee communication channels.
- Creation of Employee Resource Groups/Networks (ERGs). The Women's Network in particular spans the globe and has strong involvement from our UK based leadership, with the goal of driving engagement, connection, and support among Women in FieldCore in the UK. The Employee Networks also benefit from collaboration with General Electric's (our parent company) Affinity Networks globally and in the UK.
- Planned roll out of 'Introduction to Inclusion' training in 2021 both globally and in the UK.

Overall FieldCore's leadership is committed to making meaningful progress in creating a more diverse workforce and a culture of inclusion—from representation to education and ultimately, sustainable change.





Bella Abel
Global Chief,
Diversity Officer

Inclusion and Diversity are already a strong part of our culture. In our first ever all-employee survey conducted

at the end of 2020, a positive culture of Diversity and Inclusion was one of our top three performing areas both globally and in the UK. We will continue to build on this foundation as we push for measurable progress when it comes to representation.



John Chatwin
European CEO

FieldCore has an inclusive culture that recognises and supports individual differences, and the Company strives to enable

all employees to develop to their full potential through equal access to a range of career development initiatives. We are committed to reducing our Gender Pay Gap in the UK and ensuring we have a balanced workforce. This is part of our Strategic Objective to be 'The Best Place to Grow' for all employees.

Employing Entity	FieldCore Service Solutions LLC
Mean hourly pay difference between M/F employees (%)w	25.5%
Median hourly pay difference between M/F employees (%)	25.3%
Proportion of M/F employees in upper quartile (A) (%)	94.6%/5.4%
Proportion of M/F employees in upper middle quartile (B) (%)	96%/4%
Proportion of M/F employees in lower middle quartile (C) (%)	93.3%/6.7%
Proportion of M/F employees in lower quartile (D) (%)	79.2%/20.8%
Mean bonus payment difference between M/F employees (%)	28.1%
Median bonus payment difference between M/F employees (%)	21.1%
The director listed has confirmed that this report is accurate	Bella Abel, Chief Diversity Officer