



2021 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 field to the back offices, our diverse workforce is more than 9,000 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.



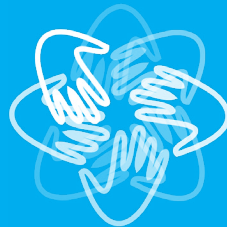
SAFETY

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.

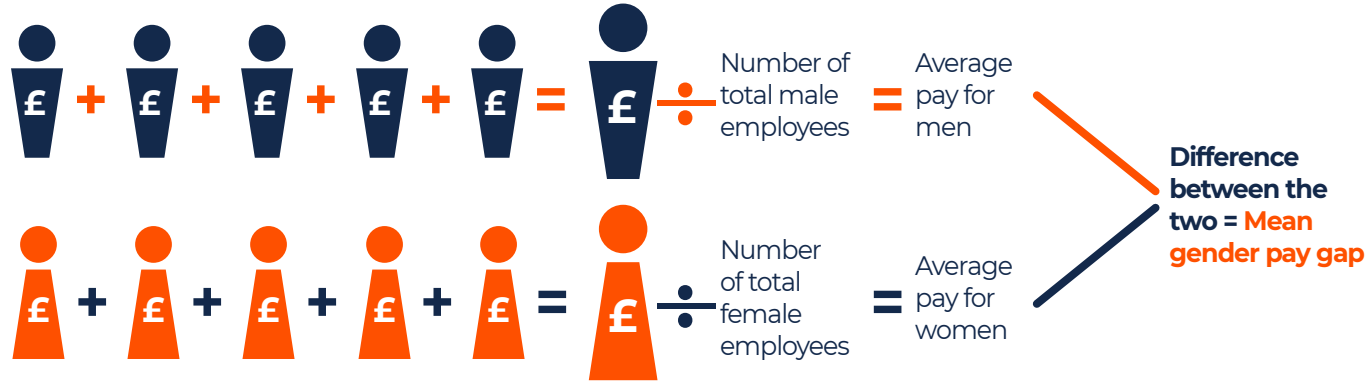
WHAT IS THE GENDER PAY GAP?

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.

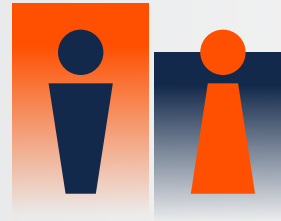
By focusing our attention on creating an inclusive culture, offering benefits that lead to better work/life harmony and developing future women leaders, we aim to close the gender pay gap.

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.

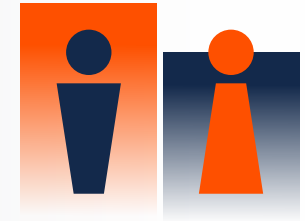
GENDER PAY GAP AND GENDER PAY BONUS PAY GAP RESULTS

PAY GAP

Male employees earn on average (MEAN) **21%** more than female employees



Male employees earn **23%** more than female employees (MEDIAN)



Number of employees in April 2021 in FieldCore UK: Female: 44 Male: 457

BONUS

Average (mean) male bonus earnings are **9%** higher than female bonus earnings



Median male bonus earnings are **31%** higher than female bonus earnings

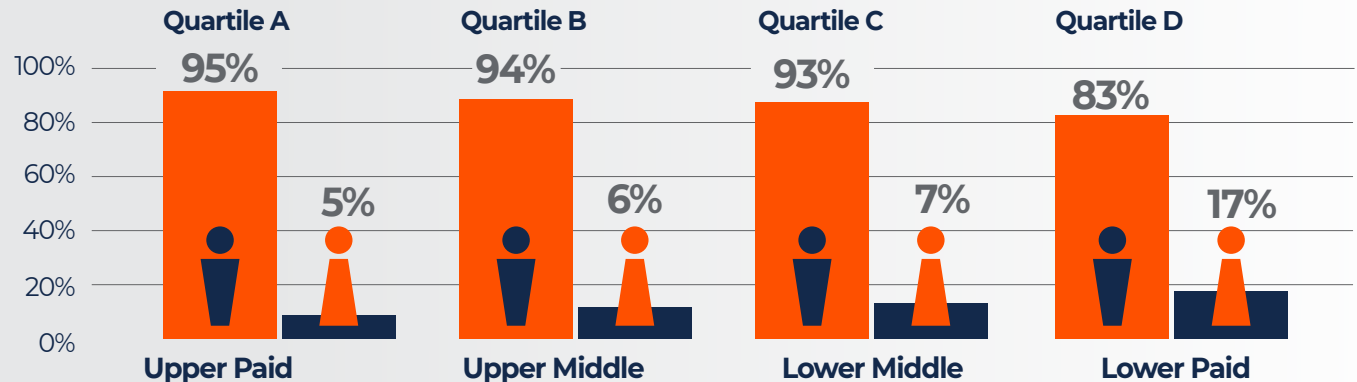


Proportion of males and females receiving a bonus payment

MALE **36%** FEMALES **75%**



GENDER BREAKDOWN PER PAY QUARTILE



OUR JOURNEY TO CREATING AN INCLUSIVE ORGANISATIONAL CULTURE

At FieldCore, and our parent company GE, we are passionate about having diverse employee representation and participation across all organisational levels.

FieldCore was created in 2018 by combining GE's Field Service Organisation with Granite Services International. The 2020 Gender Pay report (published on April 2021) was the first year that the new company had the opportunity to report on its Gender Pay figures.

FieldCore's 2021 Gender Pay report reveals that there has been a reduction in the average Gender Pay gap (25% to 21%) and median Gender Pay gap (25% to 23%), as well as a reduction in the average Gender Pay bonus gap (28% to 9%), although the median Gender Pay bonus gap has widened over the same period (21% to 31%).

We are happy to see improvements in the key Gender Pay and Gender Bonus pay measures. We recognise that female employees are proportionately fewer at all levels of our UK organisation which in-turn impacts the Gender Pay gap and Gender Bonus Pay gap as follows:

- Women form a lower percentage of FieldCore's more highly paid senior roles (roles at the upper pay quartile pay categorisation) with corresponding impact on bonus payments
- Roles which sit in the other pay quartiles have a greater proportion of variable payments as part of their total remuneration and Covid 19 restrictions skewed all employees in these quartiles working hours which therefore impacted variable pay during the pay assessment period

Like many engineering companies, FieldCore has a significantly higher male population due to historical labour market factors. FieldCore's UK business is part of a regional structure which spans the whole of Europe. As an organisation which offers flexible working arrangements for employees, our middle and senior management population are spread across 18 European countries.

This overall effect of a regional distribution of roles results in a different weighting of roles organisationally within Europe than that which is presented in this UK report. For example, 25% (21% in 2021) of our European workforce at Senior Manager, Director and Executive level is female and 27 % (24% in 2021) of our middle management workforce in Europe is female.

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

- The 2021 Gender Pay Gap report, described FieldCore's 'Unique and Inclusive' initiative founded in 2019, and it is through this program that we focus our Diversity and Inclusion initiatives both globally and in the UK. These initiatives undertaken during 2021, with the aim of achieving our gender and diversity goals, are as follows:
- Focus on increasing cultural awareness of Inclusion in the organisation by highlighting culturally and religiously important annual events around the globe, in the Inclusion Monthly newsletter series, sent to all global employees
- Addition of Inclusion as a Core Company Value (one of four Company Values). The company's Reward & Recognition program was aligned to the Inclusion Corporate Value, recognizing and rewarding colleagues who evidenced behaviors of, and who led on, Inclusion
- Delivery of several virtual events and activities supporting our 4 employee resource groups (internal networks which support representation of employees such as African Americans, Veterans, Volunteers and Women) including the Women's Network Mentoring Program, formal participation in the industry leading 10,000 coffees program

(designed to formalise informal learning and democratize opportunity to all) and discussions around Black History Month

- Instated 'Juneteenth' as a company paid holiday in the USA.
- Led c200 office-based employees through classroom based 'Introduction to Inclusion' training.
- Delivered first all-female led outage in Saudi Arabia.
- For each external hire and internal promotion in the UK, the UK HR and Talent Acquisition teams discuss the gender balance of the existing team, candidate list, as well as gender pay-equity considerations
- Engaged with, and promoted, open job positions with minority and women groups at Engineering Career Fairs globally, including a strong presence at the London, UK Engineering and Technology careers fair attended by students from 12 local London, UK schools
- Appointed a European regional Diversity and Inclusion lead at Senior Manager level who is also based in the UK, with the goal of leading and supporting Diversity and Inclusion initiatives in the UK and the broader Europe region

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

2021 was my first full year leading our global Diversity and Inclusion (D & I) initiatives within FieldCore. During this year my focus, was about growing our organizational

understanding across the business of what we mean by 'Inclusion', one of four core Organisational Values.

Our four Employee Resource Groups (internal networks which support representation of employees such as African Americans, Veterans, Volunteers and Women) coupled with our targeted female mentoring program, 'Introduction to Inclusion' training and alignment of our Reward & Recognition program to our Company Value of 'Inclusion', helped set a foundation that we can build upon as we continue our D & I journey in 2022. I remain excited by the progress we have made in this area and the opportunities which exist in FieldCore to make it an even more Diverse and Inclusive workplace.



Paul Donnelly
General Manager,
Europe

I recognise that diverse-thought and inclusive mindsets make a significant contribution to our success, and that of our customers. That's why it is a

strategic priority for me to increase the number of women in our company and to ensure they are having an impact at all levels and functions.

To benefit from the rewards of diverse thinking, it is vital that we attract, sponsor, develop and progress women through our organisation.

Employing Entity	FieldCore Service Solutions LLC
Mean hourly pay difference between M/F employees (%)	21%
Median hourly pay difference between M/F employees (%)	23%
Proportion of M/F employees in upper quartile (A) (%)	95%/5%
Proportion of M/F employees in upper middle quartile (B) (%)	94%/6%
Proportion of M/F employees in lower middle quartile (C) (%)	93%/7%
Proportion of M/F employees in lower quartile (D) (%)	83%/17%
Mean bonus payment difference between M/F employees (%)	9%
Median bonus payment difference between M/F employees (%)	31%
The director listed has confirmed that this report is accurate	Bella Abel, Chief Diversity Officer