

IMServ

Gender Pay Gap

Report 2024



IMServ

Welcome to our 7th Gender Pay Report, and my first as CEO of IMServ. As our first female CEO, we have made huge strides in female representation within the Senior Leadership team at IMServ.

Our commitment to delivering the critical data required to enable the energy transition remains at the heart of everything we do. As a business deeply embedded in the energy industry, we understand the importance of diversity in driving innovation and success.

A significant proportion of our colleagues are field engineers, and we acknowledge the ongoing industry-wide challenge of encouraging more women to join this vital sector.

To address this, we are making intentional strides to improve things for our females in the field, including more female representation in the field, including Regional Field Management and Technical Training teams. We've also worked with suppliers to ensure our Field uniforms have more inclusive options for Female technicians and different body shapes.

We are proud to continue our commitment to equal pay across the company, with compensation for the same role being equal regardless of gender. However, we recognise that there is more to be done to ensure gender balance at all levels within our business.

In this year's report, we are highlighting some of the incredible women who contribute to making IMServ a diverse, inclusive, and forward-thinking organisation.

We believe that increasing the representation of women, not just in senior roles but throughout the entire organisation, makes IMServ a stronger, more innovative, and successful business.

As we move into 2025, our focus will remain on ensuring that our organisation is not only more representative but also continues to champion equal pay and gender equality at every level of the business.



Jo Cox. CEO



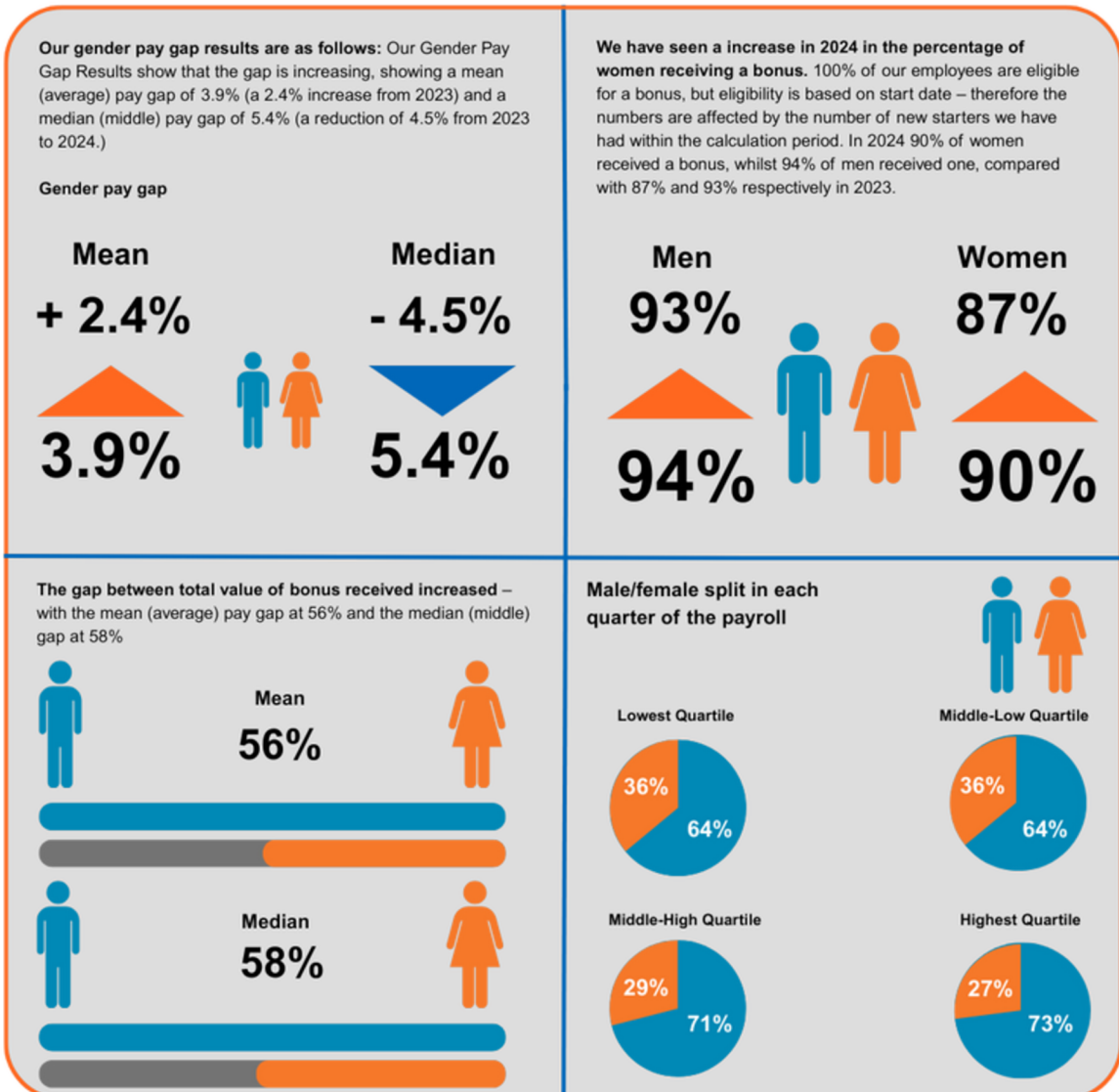
Our pay gap over the last 12 months

A gender pay gap is the average earnings comparison between all male and all female employees in the organisation.

Equal pay reporting assesses any differences between men and women who carry out the same job, similar jobs or work of equal value. It is a different measure to looking at whether you have equal numbers of men and women at each level of the organisation.

Our gender pay gap results are as follows:

Our Gender Pay Gap Results show a mean (average) pay gap of 3.9% (a 2.4% increase from 2023) and a median (middle) pay gap of 5.4% (a reduction of 4.5% from 2023 to 2024.)



Explaining our numbers

IMServ have made progress towards decreasing the current percentage pay gap of female colleagues in the middle-high quartile.

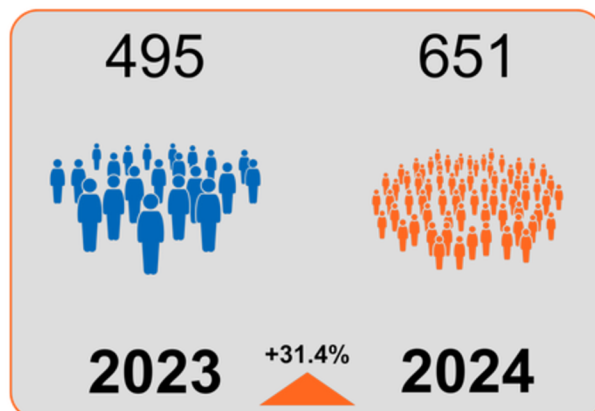
A large emphasis was placed on Field Technician retention in 2024 due to market factors, this has increased remuneration across Field Technicians especially in relation to Bonus schemes.

The mean male hourly rate has **increased gender pay gap to 3.9% from 1.5%, but significantly less than sector standards.** This is due to the Field Technician role being a male dominated position.

The Median female hourly rate **has decreased, reducing the median gender pay gap to 5.4% from 9.9%.**

IMServ adopted the Real Living Wage Accreditation in 2024. This meant that all our SVA's, and other colleagues across the business whose pay was not in line with the Real Living Wage saw an increase in their pay in April 2024. This in addition to the annual benchmarking exercise that we committed to deliver – ensuring that all our roles and salaries are aligned, and we are paying fair market rate.

Our head count has **grown to 651 from 495 the previous year.**



“I’m honoured to step into the role of Finance Director and i’m committed to continuing to drive positive change. Leadership is about empowering others and fostering inclusivity, ensuring everyone has the opportunity to succeed.”

Amy Harper
Finance Director



Closing the Gap

Our core principles remain:

- We reward high performance as part of our high-performance culture
- We enable diversity, inclusion, wellbeing and flexible working
- We recruit and promote for potential, rather than like-for-like experience
- We attract and retain best talent through enabling work-life balance, internal trainings and transfers

Actions

- **Women in Leadership** content launched on our Learning Management System (LMS) in 2024 has been positively received. Developing Partnerships WUN for 2025.
- **Women in Field** – Personal Protective Equipment, uniform review, role modelling with Female Regional Field Manager
- Jo Cox, CEO and Leadership team spending time in the field with our technicians to get to understand how they work and the challenges they face. More importantly what can we do to improve their ways of working
- Embedding Diversity, Equity and Inclusion forum across the business including within the Field
- Improving our candidate data through the recruitment process, to understand how we can get more diversity into the recruitment process as well as whether the demographics of applicants align to the demographics of offers.
- Recruitment policy amended – psychometric testing to provide objective evidence and reduce unconscious bias, CV scoring and panel interviews.
- Developed a Leadership Mentoring Programme which launches shortly.
- For 2025 we will be developing communities of culture to help make IMServ a Great Place to Be. Our communities will drive initiatives and be more empowered to deliver new ideas.



“I only recently joined IMServ but I am proud to be strengthening our female leadership team! - it's exciting times in the energy sector and it's fantastic to see more female representation!”

Lisa Moran
Chief Operating Officer



As we acknowledged earlier, encouraging women into more technical and engineering roles is vital to ensuring that we have a balanced workforce going forward, not just at IMServ but across the wider industry. This is why, as we formalise our Environmental Social Governance goals for the coming years, we are adopting the United Nations Sustainable Development Goal of Gender Equality as one of our core objectives.

We are currently working on putting in place clear objectives against this goal and defined actions to achieve them, including how we can encourage young women into engineering or more technical roles.

We've taken concrete steps to ensure better representation from women across our Leadership teams by offering coaching and leadership development opportunities within these cohorts. Our Executive Leadership team are now 60% female following the key appointments of Lisa Moran, Chief Operating Officer in addition to Jo Cox, CEO.



“This year, I've taken on a new role as Regional Field Manager and that has brought many new learning opportunities and challenges. I'm grateful for the opportunity and I'm very happy working at IMServ.”

Laura Millerchip
Regional Field Manager

As we develop and formulate our ESG strategy for the next few years we are also looking at how we can support the UN SDG goal around Gender Equality and what steps we take to embed this in our organisation.

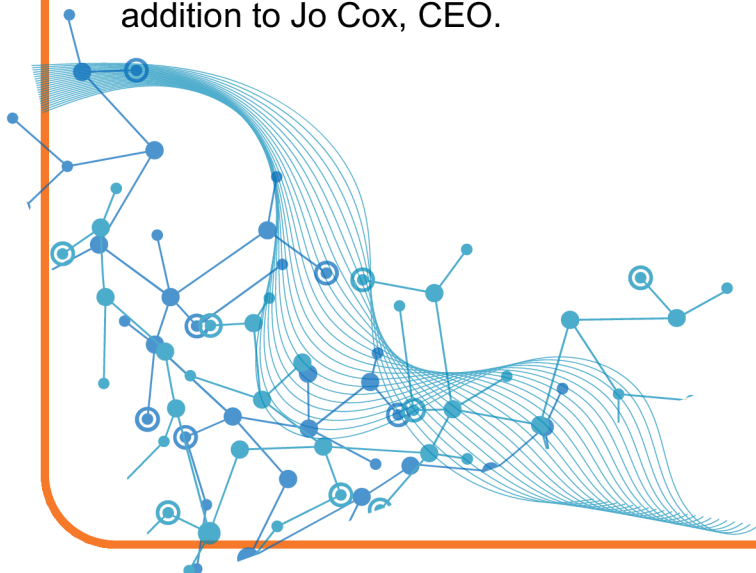
Statutory Declaration

I can confirm that the data and information in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

A stylized, handwritten signature in blue ink that reads "Jo Cox".

Jo Cox
CEO, IMServ Europe Limited

The IMServ logo, consisting of the word "IMServ" in a bold, blue, sans-serif font. The "I" and "M" are connected, and the "S" and "v" are also connected. The logo is positioned in the bottom right corner of the page.



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