

2019

Gender Pay Gap Report



March 2020



Welcome to the 2019 Magnox Gender Pay Gap Report

Private- and voluntary-sector employers in England, Scotland and Wales with 250 or more employees must calculate their gender pay and gender bonus gaps as they are on 31st March each year. The gender pay gap shows the difference in the average pay between all men and women in a workforce and I am pleased that our gender pay gap in Magnox Ltd compares favourably with the UK average and am happy to see an improvement year on year.

Magnox Ltd is committed to promoting equality, diversity and inclusion (ED&I) within the organisation and has a number of actions already in place.

We are improving our gender pay gap and delivering a number of initiatives to support women in the workplace through our ED&I strategy which is measured through our Magnox ED&I steering group. The aim of our Women's network is to increase gender diversity and equality across the organisation. Other diversity networks with growing membership include LGBT + & Allies, Neurodiversity, Young Persons and Black Asian and Ethnic Minority.

Magnox help women to progress their careers through the talent management programme, action learning groups and

the graduate scheme. In addition, a review of all policies and procedures has been undertaken to identify and address any inappropriate gender or other demographic bias.

These initiatives are likely to contribute to the erosion of the gender pay gap, but this will take time. In the meantime, Magnox Ltd is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

We remain committed to reaching our target, we know this will be challenging. The changes we're making need to be sustainable in the long-term and not quick fixes that address it in the short-term. That's why, whilst we continue to compare favourably to most other large organisations, I am determined that we go further and we will continue to work collaboratively with the Nuclear Decommissioning Authority group to remove the gender pay gap.

Gwen Parry-Jones
Chief Executive Officer



Gender pay gap

Magnox Ltd is required by law to publish an annual gender pay gap report.
This is its report for the snapshot date of 31st March 2019.

The mean gender pay gap for Magnox Ltd is

9.3%

(compared to 9.5% in 2018).

The median gender pay gap for Magnox Ltd is

10.6%

(compared to 8.2% in 2018).

The gender pay gap is the difference between the average hourly pay for women compared to the average hourly pay for men expressed as a percentage of men's average pay.

The mean gender bonus gap for Magnox Ltd is

3.2%

(compared to 4% in 2018).

The median gender bonus gap for Magnox Ltd is

1.5%

(compared to 0.9% in 2018).

The gender bonus gap is the difference between the average bonus paid to women compared to the average bonus paid to men expressed as a percentage of the mens average bonus.

The proportion of male employees in Magnox Ltd receiving a bonus is 99.5% and the proportion of female employees receiving a bonus is 99.8% (compared to 99.3% (male) and 100% (female) in 2018).

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



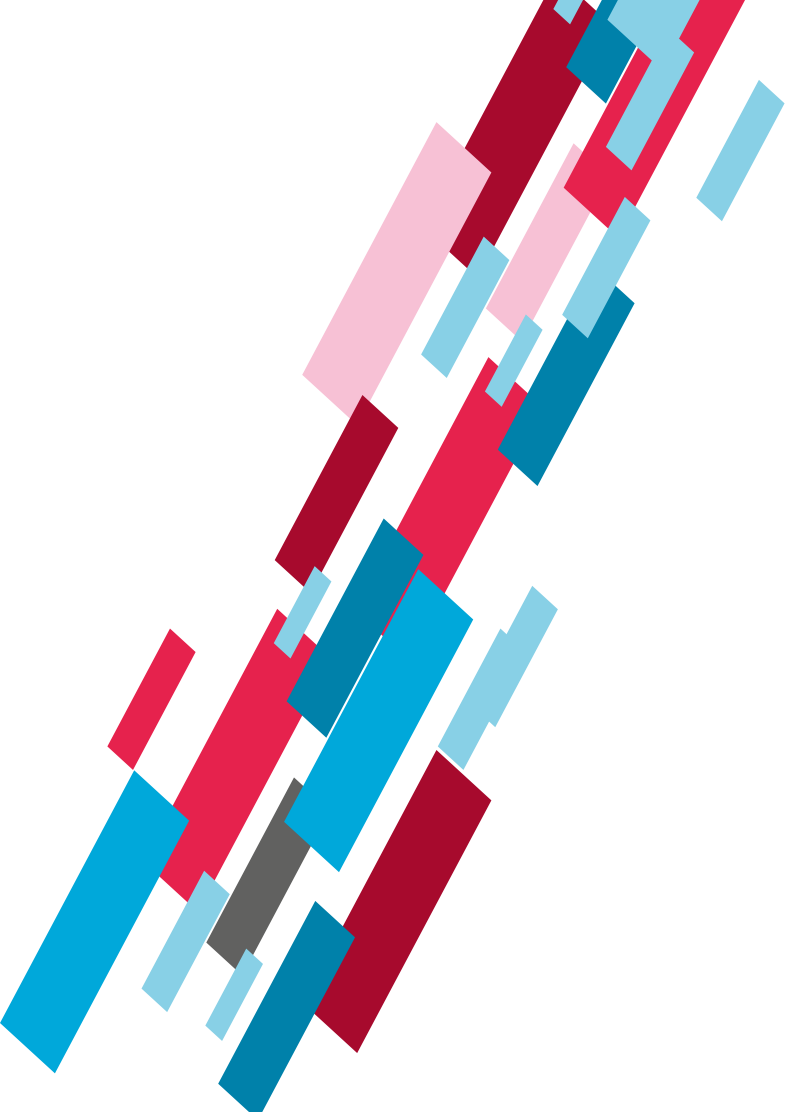
2. Pay quartiles by gender

Band	Males (2019)	Females (2019)	Males (2018)	Females (2018)	Description
A Lower quartile	67.8%	32.2%	69.1%	30.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B Lower middle quartile	77.2%	22.8%	78.3%	21.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C Upper middle quartile	76.2%	23.8%	75.3%	24.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D Upper quartile	82.9%	17.1%	84%	16%	Includes all employees whose standard hourly rate places them above the upper quartile



Equality, diversity and inclusion ambassadors are being trained at all Magnox sites

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



3. What are the underlying causes of Magnox Ltd's gender pay gap?

The gender pay gap is the difference between the average hourly pay of women compared to men, expressed as a percentage of men's average pay. It does not take into account the role or level in the organisation of men and women. The figures show the mean average hourly pay of women at Magnox Ltd is 9.3% lower than the mean average hourly pay for men. The difference in the average gender pay is the result of proportionately more men being in senior and higher paid roles at Magnox Ltd than women. This is demonstrated in the table on page 4 showing the gender distribution across the four pay quartiles. There is a greater proportion of women employed in roles that fall in the lowest quartile than men and a greater proportion of men employed in roles in the highest quartile than women.

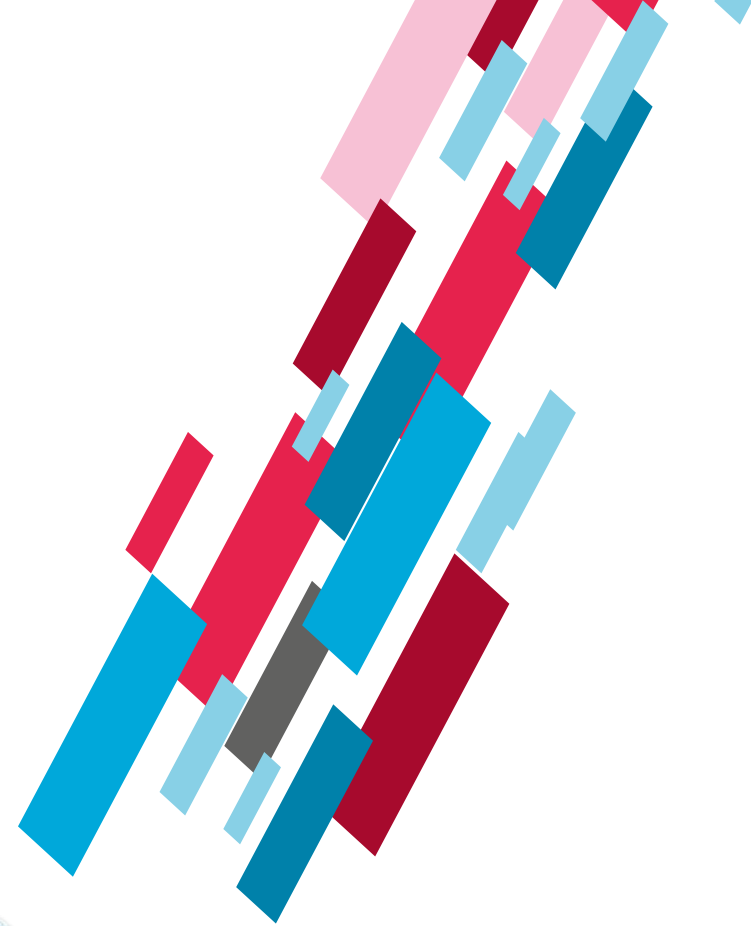
Women currently make up 24% of the employees at Magnox Ltd. The lower proportion of women in the organisation is consistent with the gender demographics within the UK's nuclear sector. This is a consequence of it being historically difficult to recruit women in Science, Technology, Engineering and Mathematics (STEM) based disciplines.

The Magnox executive team is now 30% female



4. How does Magnox Ltd's gender pay gap compare with the UK average?

The mean gender pay gap for the UK is 16.2% and the median is 17.3% lower for women than men (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures). At 9.3% and 10.6% respectively, Magnox Ltd's mean and median gender pay gap compares favourably with the UK mean and median gender pay gap figures.



The Women's network now has more than 200 members

5. What is Magnox Ltd doing to address its gender pay gap?

Magnox Ltd is committed to promoting equality, diversity and inclusion (EDI) within the organisation and has a number of actions in place.

Magnox Ltd has set up an EDI steering group, comprised of a number of directors and senior managers, to define the EDI strategy and sponsor initiatives to promote and embed EDI across the organisation. Progress to date has included publication of an EDI strategy, a communication campaign to raise awareness of and the profile of the topic, an all staff EDI survey, to enable better understanding of the views of the workforce and opportunities for improvement, and the provision of training for all staff on respect and

has over 200 members, 30% of which are males – who all promote the need for gender balance across all levels of the business.

Magnox Ltd is supporting the development of female talent in the organisation through the talent management programme and the graduate scheme.

In addition, a review of all policies and procedures

36% of participants of the 2018 talent programme are female

20% of STEM graduates recruited in the last two years are female

29% of promotions last year were awarded to female employees

inclusion and unconscious bias. During 2019 18 Diversity Ambassadors have been trained to help promote and signpost EDI values across Magnox.

Magnox Ltd has launched a Women's network with the aim of increasing gender diversity and equality across the organisation. The employee-led Women's network now

has been undertaken to identify and address any inappropriate gender or other demographic bias. Magnox Ltd believes that these initiatives will contribute to the continuing erosion of the gender pay gap. Magnox Ltd is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.



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Magnox Limited, owned by the Nuclear Decommissioning Authority, manages and operates 12 nuclear sites and one hydroelectric plant in the UK.