



2022 FieldCore Gender Pay Gap Report - UK



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:



SAFETY

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



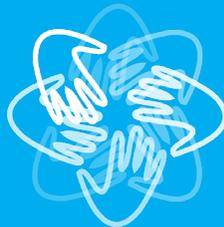
QUALITY

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



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.



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.

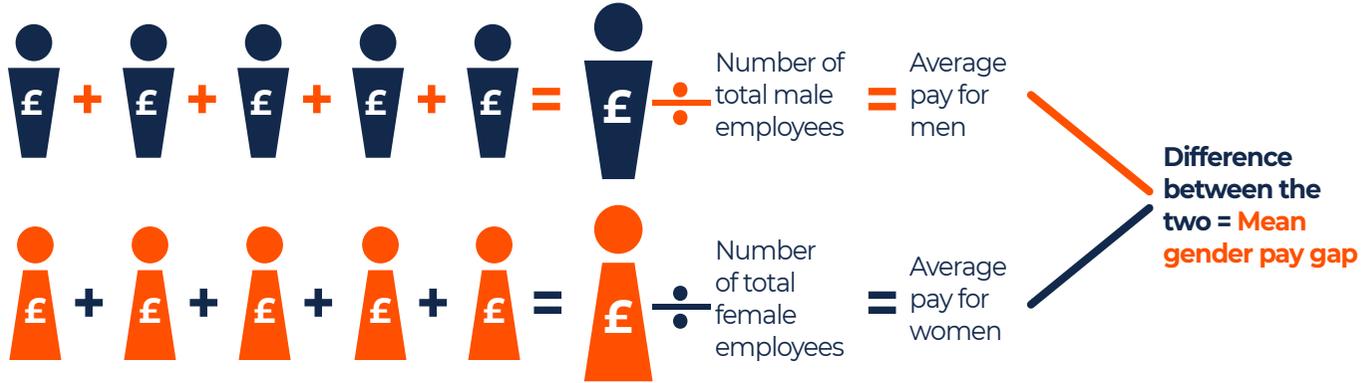
WHAT IS THE GENDER PAY GAP?

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 are committed to increasing the number of women among the ranks of all our employees, and specifically in the field. We understand that this is the 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.

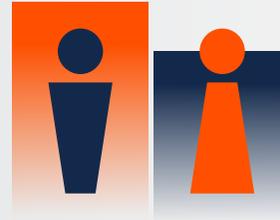
We're partnering with schools to encourage young girls to pursue careers in science, technology, engineering, and maths. Where possible we offer flexible working arrangements that help both women and men balance their personal and family commitments with work commitments.

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.

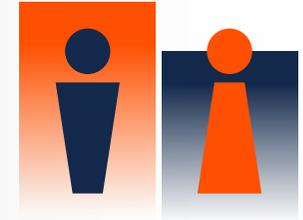
GENDER PAY GAP AND GENDER PAY BONUS PAY GAP RESULTS

PAY GAP

Male employees earn on average (MEAN) **16%** more than female employees



Male employees earn **24%** more than female employees (MEDIAN)



Number of employees in April 2022 in FieldCore UK: Female: 27 Male: 286

BONUS

Average (mean) male bonus earnings are **17%** higher than female bonus earnings



Median male bonus earnings are **44%** higher than female bonus earnings

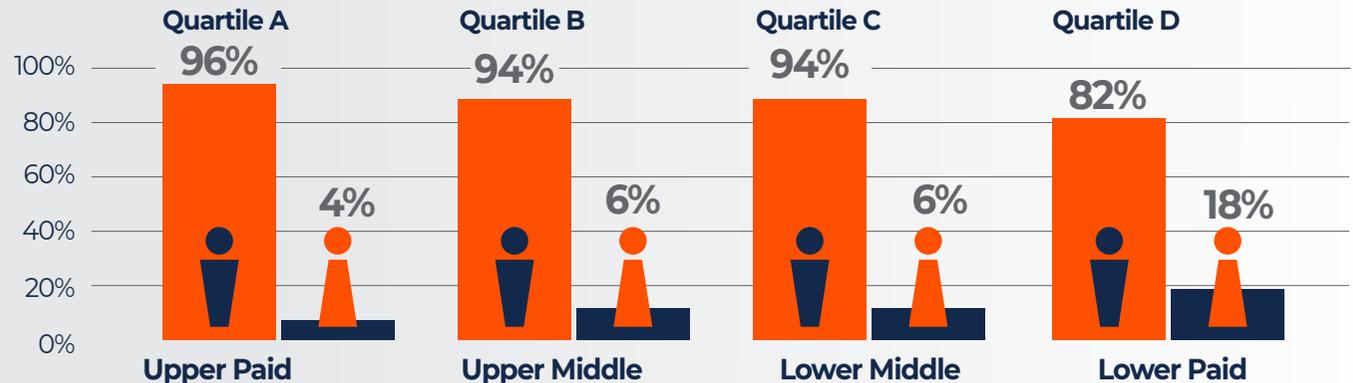


Proportion of males and females receiving a bonus payment

MALE **32%** 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's 2022 Gender Pay report reveals that there has been a positive reduction in the average Gender Pay gap (21% to 16%). The median Gender Pay gap has widened slightly (23% to 24%), and the average Gender Pay bonus gap (9% to 17%), and the median Gender Pay bonus gap have also widened over the same period (31% to 44%).

We are happy to see improvements in the average Gender Pay gap measure from 2021's report, and note the median Gender Pay gap measure, whilst dropping slightly, has remained at a similar level when compared to 2021.

Whilst the Gender Bonus Pay gap has widened when compared to 2021, we recognise that female employees are proportionately fewer at all levels of our UK organisation, including senior

levels where bonus as a percentage of pay are higher. Females are also less represented in Field based roles which, by design, have a greater proportion of variable payments as part of their total remuneration. This in-turn impacts the Gender Bonus Pay gap which includes all variable payments.

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 (indicated in the male/female ratios of each quartile). This is evidenced by the fact that 15 % of our European workforce at Senior Manager, Director and Executive level is female and 18% of our middle management workforce in Europe is female.

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

As a company we are committed to Gender equality and workforce diversity globally. FieldCore's 'Unique and Inclusive' initiative is the programme through which we focus our Diversity and Inclusion initiatives both globally and in the UK. Activities undertaken during 2022 as part of the 'Unique and Inclusive' initiative are as follow:

- Focused on increasing global cultural awareness in the organisation by highlighting important events to all employees in our quarterly Inclusion Update Newsletter
- Raised awareness of Inclusion and Diversity training opportunities to People Leaders on our quarterly People Leader Newsletter sent to all People Leaders globally
- Presented Inclusion & Diversity Training sessions including approximately 39 different course topics through LinkedIn Learning global platform
- Targeted global Women's Network mentoring opportunities through 10,000 Coffees networking tool including:
 - Mentoring tracks for women in technical and office professional roles. 59% of pairs met multiple times throughout 2022
 - Office Hours chats with female leaders included topics such as Career Chat, Personal Branding, and Finishing the Year Strong

- Collaboration with GE (our parent company) on Global inclusion and Diversity week in October, which included Executives from all areas of the business discussing important topics related to Inclusion and Diversity
- Identified and appointed a UK-based EU Women's Network Leader
- In addition to launching an online Women's Network Hub to promote key resources and upcoming events, the Europe Women's Network arranged multiple events in 2022 including:
 - Virtual external masterclass on "Impact and Influence – Stepping up with Confidence", run by the Royal Academy of British Arts (RADA)
 - Lecture from Emma Codd (Global Inclusion Leader from Deloitte) titled "Women at Work"
 - Breast Cancer Awareness Campaign including external speaker on preventative measures
 - Webinar titled "Women and Leadership – Working Through Barriers and Biases"
- Outreach activities include attending a Women's Career Fair in the UK
- Launched a Field Service Summer Intern Programme and targeted recruitment for a diverse talent pipeline in the UK
- Engaged a consulting firm to conduct a study on female engineering recruitment efforts in UK and EU universities
- Launched an enhanced FieldCore Maternity Policy 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.



Sarah Haynes
Global Director Of Talent,
Diversity & Culture

Diversity and Inclusion are integral to our success and growth as a business. By embracing and promoting diversity and inclusion, we can

foster a workplace culture that is creative, innovative, and supportive.

FieldCore is committed to creating a diverse and inclusive workplace that celebrates the uniqueness of each employee. At FieldCore we know that when individuals' diverse strengths, abilities, and perspectives are known and valued, we create an environment where everyone feels that they belong and can thrive by living and leading authentically.



Paul Donnelly
General Manager, Europe

Promoting a culture of equality and inclusion in the workplace is the right thing to do for many reasons. Equality compels creativity and inspires a sense of belonging. It helps us to bring

unique perspectives and skills to the table and it is a powerful multiplier of innovation and growth. That is why we are committed to advocating for a culture of equality at FieldCore where all of our people are empowered to be their best.

Critical to achieving these goals are specific investments in hiring, retention, development, and inclusion of women all of which we take seriously every year within FieldCore.

Employing Entity	FieldCore Service Solutions LLC
Mean hourly pay difference between M/F employees (%)	16%
Median hourly pay difference between M/F employees (%)	24%
Proportion of M/F employees in upper quartile (A) (%)	96%/4%
Proportion of M/F employees in upper middle quartile (B) (%)	94%/6%
Proportion of M/F employees in lower middle quartile (C) (%)	94%/6%
Proportion of M/F employees in lower quartile (D) (%)	82%/18%
Mean bonus payment difference between M/F employees (%)	17%
Median bonus payment difference between M/F employees (%)	44%
The director listed has confirmed that this report is accurate	Sarah Haynes, Talent Development & Culture Director