

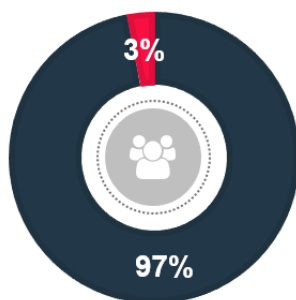
Women in the Offshore Industry – Atlas Professionals UK Ltd Pay Gap Report 2021

Here at Atlas Professionals we believe in creating a diverse and balanced workforce however this is not typical in the industries that we work in and we work to promote women in the industry.

Our data shows that we pay gap of -10% mean (average) and 16% median (middle) gender pay gap. The average median gender pay gap ranges between 16% and 31.3% so you can see that we are at the lower end of this scale. This is due to the nature of work the offshore industry brings and the amount of women working in the industry.

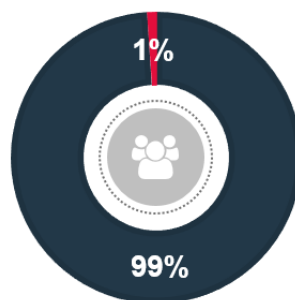
We know that our gender pay gap is not a pay issue, but down to lack of female representation in marine and energy roles. In this set of data we have 97% of male employees and only 3% female and our female employees sit within all four quartiles

Difference Between Men and Women	Mean Average	Median Middle
Gender Pay Gap	-10%	16%



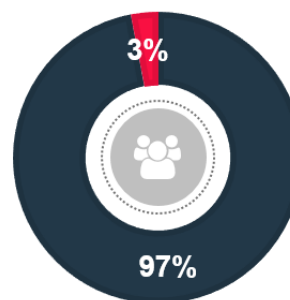
■ Male ■ Female

Upper Quartile



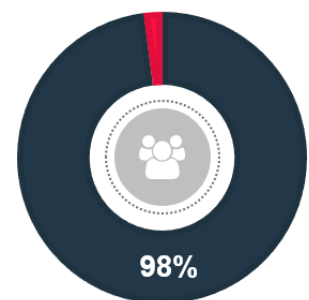
■ Male ■ Female

Upper Middle



■ Male ■ Female

Lower Middle



■ Male ■ Female

Lower Quartile

How will we make a difference?

Atlas ensures that like-for-like positions are paid equal and appropriate salary levels, regardless of gender. As highlighted above, the issue that is prevalent in the marine and energy sectors is a lack of representation of female candidates in the marketplace. Atlas has made a firm commitment to support the increase of female candidates to the industry, alongside our valued clients and industry bodies. It is only through sustained endeavours that this cultural shift can be achieved however, such actions that are undertaken by Atlas are as follows:-

- Gender positive / inclusive marketing campaigns
- Involvement in exhibitions and seminars focused on supporting women in the industry e.g. Women Offshore Virtual Conference / Annual Gala
- Increasing awareness through the Atlas HEROES publication of female offshore professionals, and a typical day in the life in their role