

# GENDER PAY GAP REPORT 2024



**Quest Global Engineering Ltd UK**

## Summary

Quest Global is a diverse company of over 17,800+ extraordinary engineers based across 71 global delivery centers in 17 countries. We believe in promoting a culture that embraces our wonderful differences and makes our people feel a deep sense of belonging as their authentic selves.

Quest Global's focus on creating a more diverse, equitable, and inclusive organisation is tied to much more than a business case, training, or a set of metrics; it's about making sure every person feels seen and genuinely valued. We strongly believe that our working environment thrives when everyone feels safe and encouraged to share ideas across diverse backgrounds.

Quest Global Engineering Ltd UK is pleased to publish its gender pay gap report. We are an engineering services company dedicated to the belief that engineering has the unique ability to solve the problems of today that stand in the way of tomorrow. We know our diversity enriches our ability to solve the world's hardest problems, and we see it as a source of strength that inspires our innovative and collaborative spirit.

The following outlines the steps we have taken over the last twelve months as we work towards fully realising this vision.

## Introduction

This report contains Quest Global Engineering Ltd UK's statutory disclosure of the gender pay gap. The data highlights the differences in men's and women's average earnings, regardless of role or seniority.

All companies in the UK with 250 or more employees must publish their gender pay gap under legislation that came into force in April 2017. The regulations require employers to publish details of the gender pay gap for their organisation as it is on the 'snapshot' date.

Overall, Quest Global Engineering UK had a gender split at the snapshot date of April 5, 2023, of **80.81%** male employees and **19.18%** female employees. The Gender Pay Gap figures presented below are averages and are distinct from Equal Pay, which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value. When we look at the salaries between men and women in equivalent roles, both are being paid similarly.

## **1 - Mean Gender Pay Gap in Hourly Pay (% difference between mean pay of all men versus mean pay of all women)**

Our analysis shows that the mean pay of men is **23.33%** higher than the mean pay of women. This is an improvement on the mean gender pay gap reported last year of 29.61%.

## **2 - Median Gender Pay Gap in Hourly Pay (% difference between median pay of all men versus median pay of all women)**

The median pay of men is **18.15%** higher than the median pay of women. This is a slight improvement from last year's result. This is an improvement on the median gender pay gap reported last year of 19.76%.

## **3 - Mean Bonus Gender Pay Gap**

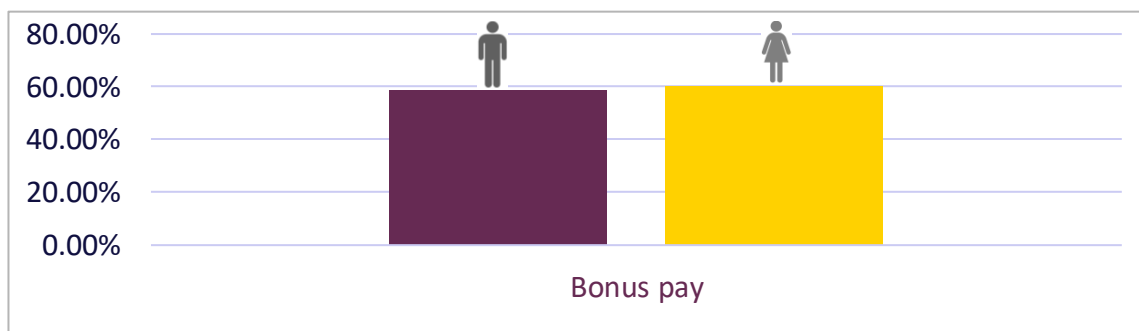
The overall mean gender bonus gap was **74.72%**. This is a larger gap than last year's gap of 68.31%.

## **4 - Median Bonus Gender Pay Gap**

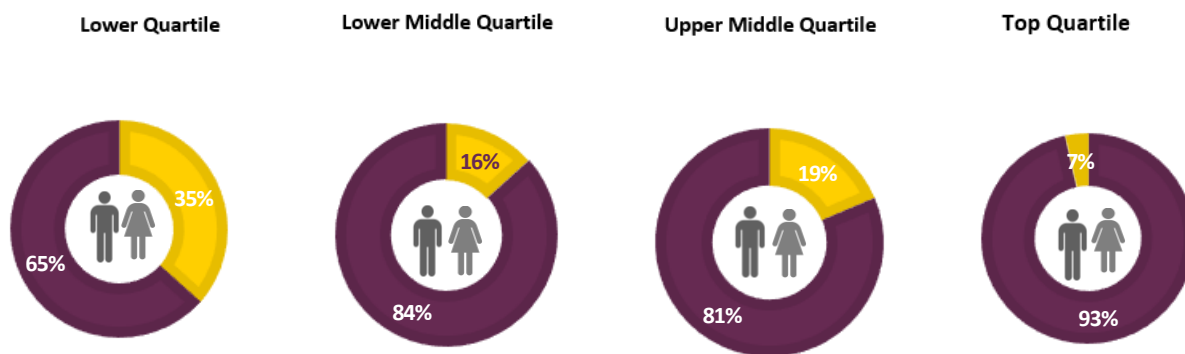
The overall median gender bonus gap was **7.73%**. This is much lower than last year's gap of 72.46 and is due to a large proportion of our employees receiving a one-time cost of living bonus payment.

## 5 - Proportion of Men and Women Receiving a Bonus Payment

The chart below shows the proportion of employees receiving a bonus – **58.78% male and 60% female**. We have a variety of mechanisms to ensure consistency in reward between men and women in equivalent roles or doing the same work.



## 6 - Proportion of Men and Women in each Pay Quartile



Our data shows that the lower quartile has the highest proportion of women, with the upper middle quartile having a higher proportion of women than the lower middle.

Representation in the engineering industry overall is an on-going challenge. A large proportion of our workforce is in professional-level mechanical and electronics engineering roles, where recruiting women is particularly challenging. Unfortunately, this also reduces the opportunity for us to recruit apprentice or graduate-level positions, which can build a pipeline of talent for the future.

However, by implementing focused retention, promotion, and development plans, we aim to improve our gender pay results in future years. Our action plans detailed below show some of the ways in which we plan to accomplish this.

## **Diversity, Equity and Inclusion Globally**

Becoming a Questionian involves reveling in collaboration and diverse interactions to bring about new and better ideas. It is about the extraordinary sense of purpose and belonging that comes from being part of a team dedicated wholeheartedly to positively impacting the world and creating a better future for us all.

Quest Global has a five-year strategic planning process. In our strategic and business plans for 2025, an essential item is strengthening our inclusive culture by starting with an initial and targeted focus on gender equality, women in engineering, and women in leadership. As part of our diversity framework, we aim to have 1 in 3 leaders be women by 2025 and increase our overall percentage of women from 24% to 35% globally.

Over the last year we have launched our first global employee resource group named 'together'. Its purpose is to foster community through a shared commitment to promoting change and the allyship of all women in our workplace with a focus on professional development, attraction and retention, community outreach, and impacting the business.

In line with our inclusive culture and our organisational commitment to gender balance and increasing female representation, the culture and inclusion team has initiated a strategic partnership with the Society of Women Engineers (SWE), a global organization aimed at empowering women to achieve their full potential in careers as engineers and leaders. We co-facilitated a session in partnership with the National Association of Software and Service Companies (NASSCOM) on overcoming gender bias in the workplace.

We have an exclusive Recognition for Women employees during the annual performance awards under the category 'Women in Engineering Award'. The award recognises key women employees at Quest Global who excel in engineering/technology and make a difference to the team and business so as to inspire other women engineers to continue in this profession and strive to achieve more.

## **Actions for the UK**

Over the last year, the diversity, equity, and inclusion committee has continued to meet regularly while being mentored by the Global Head for Culture and Inclusion. Initiatives included:

- Many of our managers attended a full day workshop on company culture which aimed to internalise our inclusion culture and generate further actions to embed this culture further into our organisation.
- Rolling out a STEM ambassador initiative to give employees the opportunity to inspire young people and make them aware of careers in engineering.
- Publishing of a new menopause policy to show our commitment to supporting staff affected by the menopause, encouraging open conversations and directing employees to relevant advice and assistance.

We have decided to focus on a small number of key actions which will be implemented over the next year to increase the proportion of women in the higher quartiles and reduce gender and bonus pay gaps as well as improve engagement levels in our current workforce.

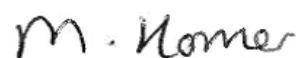
These will include:

- Build on the STEM ambassador initiative to partner with schools/colleges to promote engineering in schools.
- Promote international days to highlight diversity and inclusion initiatives.
- Collaborate with 'together' employee resource group to cascade initiatives to a UK level.

I confirm that the data in this report is published in line with the requirements of the gender pay gap reporting regulations under the equality act 2010 (gender pay gap information) regulation 2017.

A handwritten signature in black ink that reads 'Linda Green'.

**Director**  
**Quest Global Engineering Ltd**

A handwritten signature in black ink that reads 'M. Homer'.

**HR Manager UK**  
**Quest Global Engineering Ltd**