



BUREAU
VERITAS

Gender Pay Gap Report April, 2025



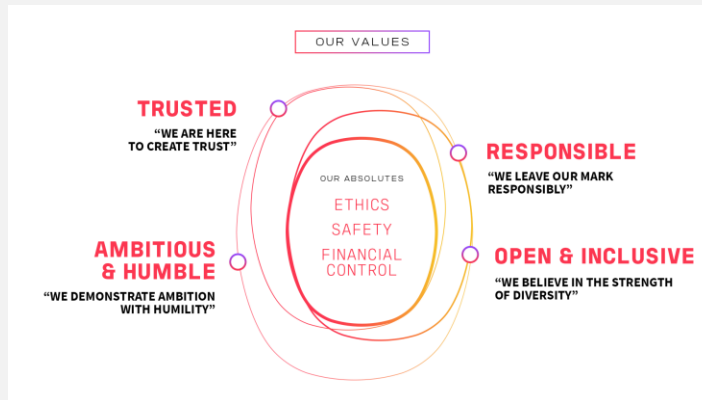
Bureau Veritas

Knowing our operation

A BUSINESS TO BUSINESS TO SOCIETY COMPANY

Bureau Veritas is a world leader in laboratory testing, inspection and certification services. Created in 1828, the Group has more than 84,000 employees located in more than 1,600 offices and laboratories around the globe.

Bureau Veritas helps its clients improve their performance by offering services and innovative solutions in order to ensure that their assets, products, infrastructure and processes meet standards and regulations in terms of quality, health and safety, environmental protection and social responsibility



<https://www.linkedin.com/showcase/bureau-veritas-uk/>

GENDER PAY GAP REPORT

UNDERSTANDING OUR NUMBERS – APRIL 2024

Review your gender pay gap data

Reporting as BUREAU VERITAS UK LIMITED
for snapshot date 5 April 2024

Percentage of men and women in each hourly pay quarter [Edit](#)

	Men	Women
Upper hourly pay quarter	75%	25%
Upper middle hourly pay quarter	87%	13%
Lower middle hourly pay quarter	87%	13%
Lower hourly pay quarter	84%	16%

Mean and median gender pay gap using hourly pay [Edit](#)

Mean gender pay gap using hourly pay	9.3%
Median gender pay gap using hourly pay	23.6%

Percentage of men and women who received bonus pay [Edit](#)

	Men	Women
Percentage of men and women who received bonus pay	17.4%	26.6%

Mean and median gender pay gap using bonus pay [Edit](#)

Mean gender pay gap using bonus pay	7%
Median gender pay gap using bonus pay	24.6%

Gender Balance Distribution

The Testing, Inspection, and Certification industry has historically been male-dominated, a trend reflected in our UK&I organisational data used for gender pay reporting.

We're encouraged by the growing number of women joining our business and are actively working to sustain and accelerate this positive trend. By offering flexible working arrangements and highlighting these benefits in our talent attraction efforts, we aim to reach a broader and more diverse pool of candidates for every role.

This year, female representation improved by 1 basis point. While modest, it marks progress, and we remain confident that our continued efforts to attract and retain female professionals will drive further improvement in the years ahead.

HOW WE WANT TO IMPROVE

3 FOCUS AREAS

At Bureau Veritas, our Gender Diversity Plan is built around three strategic focus areas that are guiding us toward becoming a truly inclusive workplace. To ensure meaningful progress, we go beyond the Gender Pay Gap metric by tracking a broader set of Key Performance Indicators (KPIs). These additional measures help us monitor and evaluate our overall advancement in diversity and inclusion across the organisation.

ATTRACT

- **Gender-Neutral Recruitment:** We ensure our recruitment practices are inclusive and unbiased. We also collaborate with charity partners such as *Smart Works* to promote our vacancies directly to their clients, expanding our reach to underrepresented groups.
- **Showcasing Career Journeys:** We actively share gender-diverse career stories—particularly highlighting women in technical roles—to inspire and attract more female talent.
- **Flexible Work Culture:** Our Flexible Working Policy supports a modern, adaptable approach to work. We continue to promote flexible practices across all roles to accommodate diverse needs and lifestyles.
- **STEM Outreach:** We are engaging with schools to encourage more girls to consider careers in STEM, helping to build a more diverse talent pipeline for the future.

SKILLS

- **Increasing Female Representation in Technical Roles:** We are committed to attracting and supporting more women in technical positions, helping to diversify traditionally male-dominated areas of our business.
- **Strengthening External Engagement:** As part of our inclusion strategy, we are increasing our external collaboration. This includes sponsoring research with the Institute of Environmental Sciences to explore the underrepresentation of ethnic minorities in sustainability and environmental fields.
- **Targeted Development for Women:** We are launching a dedicated development programme for women, designed to support career progression into senior roles. This initiative also fosters peer-to-peer support and builds a strong internal network of female leaders.

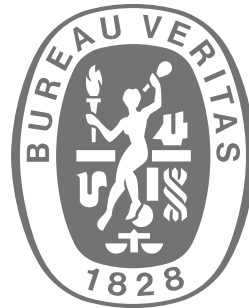
CULTURE

- **Employee Resource Groups (ERGs):** Active support through our Gender Balance network group, providing a platform for dialogue, advocacy, and action.
- **Inclusive Culture:** Embedding our 'How We Work' behaviours to foster a respectful and collaborative workplace.
- **Employee Feedback:** Inclusion remains a key focus area in our Employee Survey, helping us shape meaningful actions.
- **Flexible Working:** Promoting flexibility wherever possible to support work-life balance and attract diverse talent.
- **Enhanced Maternity Policy:** Offering improved maternity leave benefits to support our colleagues through key life stages.
- **Understanding Attrition:** Actively addressing the root causes behind why women leave Bureau Veritas UK, to improve retention.
- **Celebrating Women:** Recognising and celebrating our female colleagues throughout the year, including during Women's History Month and International Women in Engineering Day.
- **Community Partnerships:** Collaborating with Smart Works, one of our charity partners, to raise awareness and support the representation of women in the workplace and wider society.

The important role of our ERG

Establishing and supporting employee resource groups focused on gender equality has been a key strategy for our company in driving progress towards better gender balance across all levels of the organization. These employee-led groups provide valuable insights, mentorship, and advocacy that complement our other diversity and inclusion initiatives aimed at creating a more equitable workplace.

- Main KPI's:
- Overall Gender Distribution
- Women in Senior Position
- Recruitment
- Learning Hours



**BUREAU
VERITAS**

Shaping a World of Trust

