

The logo for Framatome, featuring the word "framato" in blue and "me" in orange, with a stylized orange dot above the 'o'.

Framatome Ltd
Gender Pay Gap Report
2023



What is Gender Pay Gap reporting ?

Gender Pay Reporting requires employers based in Great Britain with 250 or more employees to publicly report a range of gender pay information and six ratios by 4 April annually.

It is part of a growing trend to require employers to provide more transparency around pay, reward and equality and to outlines the company actions to improve those results.

This is the first gender pay gap report for Framatome Ltd. Since January 2023, three different entities merged to create Framatome Ltd.



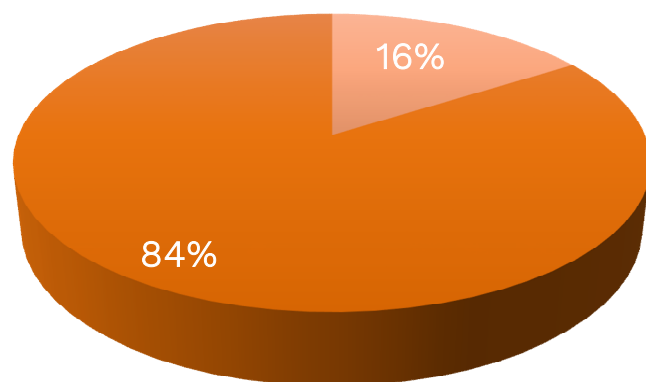
Scope and Definitions

This report covers the 2023 Gender Pay Gap reporting cycle, using a point in time of 5 April 2023.

In April 2023, Framatome Ltd was composed of 267 employees, 16% were women.

Out of the 267 relevant employees, 222 of the employees were full pay relevant employees.

Gender distribution



■ Female ■ Male

Gender pay gap

Is the difference between the gross hourly remuneration of female and male counterparts. It looks at the percentage gap between female and male employees.

Bonus pay gap

Is the difference between the bonus remuneration of female and males. The lowest the percentage, the lowest the pay gap between men and women.

Relevant employees

All employees employed on our snapshot date who have a contract of employment or are self-employed (where they must perform the work themselves).

Full-pay relevant employees

All relevant employees who are paid their usual full basic pay (or less). We do not count them if they were not paid their usual full basic pay due to annual leave, sick leave, maternity/paternity.

Pay equity

Men and women in the same employment, performing equal work, are entitled to equal pay under the Equality Act 2010 unless a pay difference can be justified.

A quartile

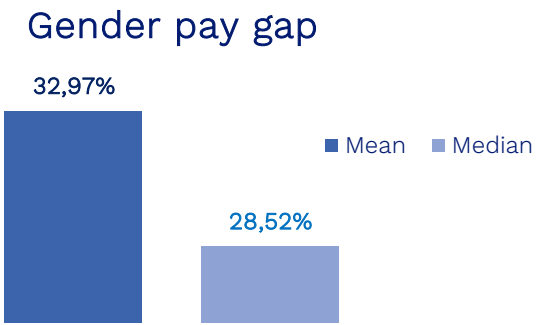
is a statistical term that describes a division of observations into four defined intervals. Quartiles are organized into lower quartiles, median quartiles, and upper quartiles.

Framatome Ltd Gender Pay Gap Report

As indicated in the definition slide, pay equity and gender pay gap report are two different things.

This report measures the gender pay gap, this means the difference between the average hourly pay of female and male employees.

In this case, if senior or technical roles (which have greater pay than others roles) are mainly carried out by men, the gender pay gap will be higher.



The Nuclear industry continues to face a significant lack of gender diversity.

Framatome Ltd mean and median gender pay gap are impacted by this lack of gender diversity in some business areas.

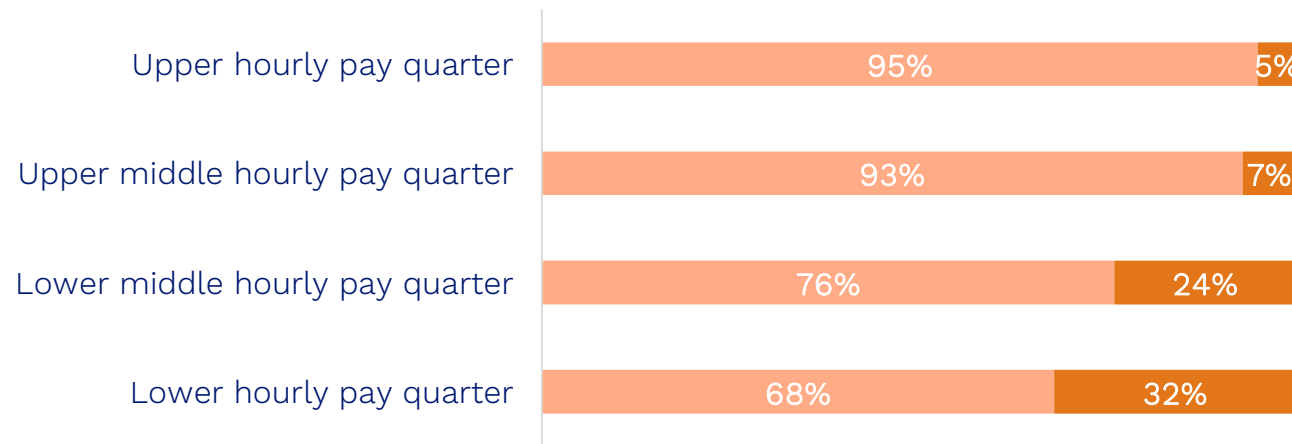
As an example, Framatome Ltd has more men than females in an engineering or technical role.

Females are more present in support function roles or junior roles.

In addition, employees who are working across the Manufacturing and Services Nuclear Operations in Hinkley Point C, are predominantly men.

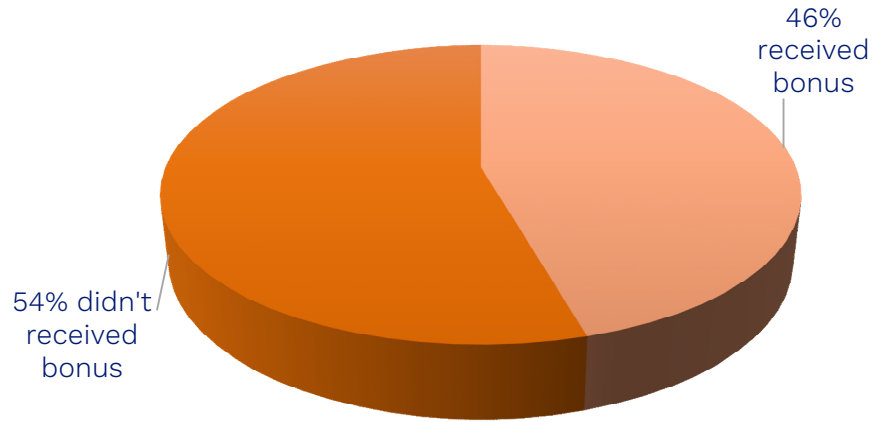
The salaries of employees working in this business area are regulated by sector agreements and are typically higher than salaries for equivalent jobs not regulated by agreements.

Percentage of men and women in each hourly pay quarter

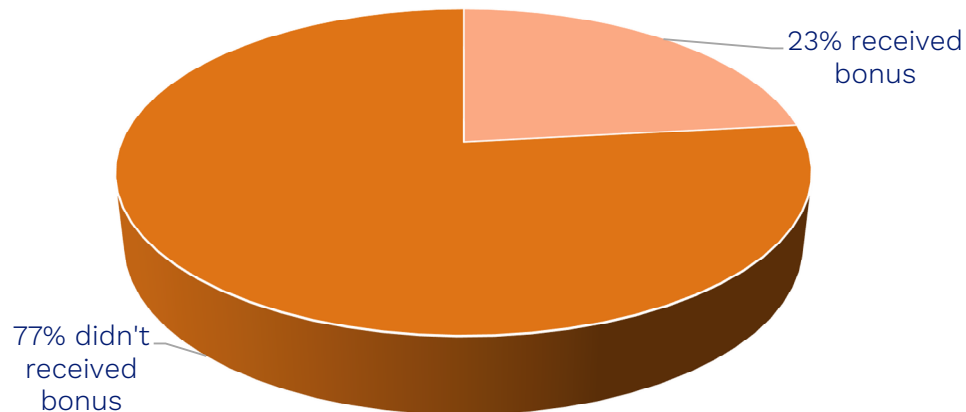


Framatome Ltd Gender Bonus Gap Report

Males receiving a bonus



Females receiving a bonus



The bonus gap report shows the percentage of men and female who received bonus pay in the 12 months prior our snapshot date.

This means that we need to take into account the bonus received before the merge of the three entities.

Framatome Ltd average gender bonus gap is 61% and the median 0%.

This result is mainly affected by the three different entities having different processes and policies regarding bonuses.

In Framatome Ltd, we are looking to guarantee pay equity. Following the mergers, we are working on a harmonization of our policies, including the bonus policies.

Action Plan

The Nuclear industry continues to face a significant lack of gender diversity. Despite advancement in technology and society's push of diversity and inclusion, females remain vastly underrepresented in the industry.

This situation perpetuates a cycle of missed opportunities for talent development and progression. Addressing this issue demands a multifaced approach:

01



Conduct an internal remuneration audit

02



An external inclusive way of communication

03



An internal inclusive way of communication

Conduct an internal remuneration audit

N°1

In Framatome Ltd, we are dedicated to fostering an inclusive culture where fairness isn't negociable. We are comitted to ensuring that every employee, regardless of gender, is paid equitably.

Following the merger of the three entities, we decided to conduct an **internal remuneration audit**.

Our focus will be on conducting a review of our remuneration and grading structures to ensure alignment with industry standards, the Framatome group and an internal equity.

Additionaly, we are committed to imporve our **salary review process** to make it more transparent.

As part of this project, we will also redefine our defination of « Talent » in order to **develop career progression** and **succession planning**.

An external inclusive way of communication



We are engaged in developing an external communication strategy that embraces inclusivity and diversity.

One key aspect of the initiative is **rewording our jobs adverts** to increase the number of female candidates.

Indeed, research has found that many words used in job adverts can maintain gender inequality in traditionally male-dominated occupations. We aim to create a more inclusive and balanced environment for all of our applicants.

Additionally, we are committed to **play a role in our industry** by participating in special events with the organisation Women in Nuclear UK and gender inclusive jobs fairs

An internal inclusive way of communication



Framatome Ltd continues to develop an internal communication approach that promote gender inclusivity and equality.

We are implementing **trainings sessions on discriminations awareness** to promote a respectful workplace environment for all genders.

Additionally we are working to **improve our family frinedly offerings** including paternity, maternity and adoption benefits. We want to go beyond the industry and statutory offerings to ensure we support the needs to all familes in Framatome Ltd, no matter of their gender.

Following this project, we understand the diverse needs of everyone and provide options for flexible working arrangements .

Next steps we are looking to take are:

- Provide equity and diversity training for all employees,
- Unconscious bias training for all hiring managers.
- Continue to review our benefits: Paternity and Maternity leave, flexible working arrangemnets.

framatome

About Framatome

Framatome is an international leader in nuclear energy recognized for its innovative, digital and value-added solutions for the global nuclear fleet. With worldwide expertise and a proven track record for reliability and performance, the company designs, services and installs components, fuel, and instrumentation and control systems for nuclear power plants. Its more than 18,000 employees work every day to help Framatome's customers supply ever cleaner, safer and more economical low-carbon energy.

Visit us at : www.framatome.com and follow us on [X](#) and [LinkedIn](#).

Framatome Ltd.
Unit 6 Portside Park,
Kings Weston Lane,
Avonmouth, Bristol, BS11 8AR