

A message from Matt Underhill – Managing Director, NES Fircroft Australia

Our Commitment

NES Fircroft is committed to fostering a culture of equity, diversity and inclusion, that reflects the communities we serve. This commitment is an integral part of our business strategy which is underpinned by our core values of Customer Service, Integrity, and Teamwork. Our business relies on the diversity of thoughts, skills and experiences of both our internal staff and our contingent worker candidates to ensure we continue to attract top-tier talent for our customers. NES Fircroft is proud to be the world’s leading engineering staffing provider. We prioritise people, leveraging our global talent pool and dedicated recruitment teams to deliver tailored staffing solutions. We are part of a global network of over 80 offices across the world comprising a workforce of over 2,000 internal staff supporting more than 23,000 contingent workers. NES Fircroft Australia employs 100 internal staff supporting more than 1,500 contingent workers having acquired Evolve Scientific Recruitment (30 colleagues supporting more than 500 contingent workers) in 2023. From a WGEA reporting perspective NES Fircroft sits within the administrative services industry.

Our Gender pay gap

	Number of Employees	Male Rep %	Female Rep %	2023 Median GPG %	2022 Median GPG%
Total	1,689	69%	31%	55%	49%
Internal Staff	101	39%	61%	14%	21%
Contingent Workers	1,588	71%	29%	56%	49%

* Data is based on a snap-shot date of 31 December 2022.

* Part-time/casuals/part-year employees are annualised to full-time equivalent.

*GPG includes the results for our Internal Staff and Contingent Workers (the temporary workers we pay on behalf of our clients) as required by the government. Because Contingent Worker’s hourly rates are most often dictated by our clients, the results aren’t wholly representative of our own pay practices.

Whilst we have made strides in achieving a more diverse and equitable workforce and are committed to a culture of inclusion, we acknowledge that there is still work to be done. Our internal staff pay gap of 14% has reduced from 21% over the past year which demonstrates the results of our continued vigilance and action in this area. We continue to work hard to ensure women are not hindered by gender norms in senior management and leadership roles across our business.

Over the same period, however, our total gender pay gap has increased from 49% to 55% - this gap encompasses not only our internal staff but also our contingent workers who are paid by us on behalf of our clients. As their pay rates are determined by our clients, the total reported pay gap does not fully reflect our own practices. Rather, the total reported pay gap serves to underscore the significant under representation of women in engineering, particularly in sectors such as Oil & Gas and Mining, where we operate.

Many engineering roles, particularly in the Oil & Gas and Mining sectors, are operational, rotational and remote-based. This advantages men who have traditionally been over-represented in these roles and are more likely to have access to flexibility to work on rotational shifts at remote locations. Recruitment requirements have also typically favoured applicants with relevant experience, which severely limits female applicants due to the low representation of women in these roles across broader society. Across the senior and niche engineering roles which require many years of industry experience women applicants are very underrepresented. Moreover, as a labour hire provider NES Fircroft is primarily involved in supplying personnel to fill specific project staffing requirements for the duration only of that project and there is therefore little opportunity to look to promote or access training during that specific project for women.

The supply of female engineers remains incredibly small relative to the demand and the scarcity of women in engineering remains stark. We recognise that on the supply side, women represent untapped human capital that, if leveraged, could enhance the engineering workforce of our clients. NES Fircroft is a leading voice in championing female engineers - each year we publish our annual “Women in Energy” survey to coincide with celebrating International Women’s day. This thought leadership publication focuses on the progression of women and the challenges they face across the energy industry and is designed to provide valuable insight for business leaders across the sector to understand what women engineers want, need, and can offer, in the global energy workplace.

Whilst we recognise that the nature of our business means that the greatest impact on our gender pay gap will only be achieved by working in partnership with our clients by supporting them in attracting more women into engineering careers and on increasing the number of female engineers deployed on their client projects, we strongly believe in leading by example and are therefore steadfastly committed to reducing our own internal staff pay gap year-on-year.

Internal Strategy & Action

Our internal staff help candidates on their career journeys every day and so they already understand that success starts with skills and experience – not gender.

Women already represent over 55% of roles across the NES Fircroft business globally. Over the last five years, NES Fircroft has focussed on attracting and improving the representation of women in management and leadership roles. 45% of NES Fircroft management roles are represented by women.

Focus is now shifting towards achieving gender balance across the executive team and senior management, with these being relatively under-represented by women, and lifting the representation of women in senior leadership roles. Within our operational areas, we have also focused on lifting the representation of women across our business. Key actions and strategies include:

- Supporting flexible working arrangements (both formal and informal) for all colleagues and associates, re-designing roles to support part time and job share, and encouraging both men and women to participate in such arrangements;
- Providing 12 weeks of company paid parental leave for primary caregivers;
- Leadership development programs to build capability in managing diversity, building and sustaining an inclusive environment (including unconscious bias, gender norms and fostering psychologically safe workplaces) and supporting the careers of female talent;
- Pledging to increase the proportion of women in senior leadership to at least 20% by 2025; and
- Targeted recruitment and training programs to support women in operational roles.

We have also taken and continue to take the following steps to identify key factors driving our internal staff gender pay gap:

- Deep dives into remuneration data and an analysis of pay split by business unit and cross functional peers;
- Building data review into the annual remuneration review process;
- Applying rigour and analysis at points during the employee cycle where pay gaps may commonly arise – for example, at the time of the job offer or on promotion;
- Sharing information with senior leaders each month including progress against gender targets in recruitment, resignations, and representation of women in management. We produce monthly analysis on the gender split at different levels for each region and it is a scheduled item on our Board agenda so we can take constructive action to address any issues identified;
- Reviewing and enhancing policies that mitigate pay gaps, such as those related to parental leave;
- Reviewing our annual Global Diversity and Inclusion survey to understand engagement levels by gender; and
- Identifying any biases or barriers to the advancement of women

Next steps

NES Fircroft strives to be a leader on gender parity and maintaining a positive workplace culture, and we are really proud of the dedication and hard work from everyone involved to continue driving our business forward in this area. Our focus over the coming years ahead is:

- Continue to maximise the benefits of hybrid working and further develop our family friendly policies;
- Continue to conduct our annual global Diversity and Inclusion survey and monitor the safety of our workforce through our Acceptable Behaviour Survey;
- Further development for managers and consultants to support diverse recruitment of both internal staff and contingent workers through recruiting differently;
- Introduce technology and AI to help remove unconscious bias from the recruitment process for both internal staff and contingent workers; and
- Continue to celebrate International Women's Day and our annual global Women in Energy survey to attract more women into the engineering sector;

We remain committed to making our workplace as inclusive as possible and supporting our clients in achieving this goal also. Gender Pay Gap reporting and the analysis of the associated data brings transparency and focus to the different experiences of men and women in our organisation and at our clients. We will use this insight coupled with our data reporting capabilities to inform both our workforce and our clients, and review practices to enable us to make changes that will have a lasting impact for our internal staff and our contingent workers. Our 'delivering a brighter tomorrow' strategy aims not only to make our company a better place to work but to use our position as a global leader in engineering workforce solutions to drive a greater and lasting impact for our clients, candidates and communities.

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