



# VIRIDIEN GENDER PAY GAP

2025 REPORT

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At Viridien we view the Gender Pay Gap reporting as a pivotal part of our long-term approach to continuously address our Diversity, Equity and Inclusion Strategy.

We understand the Science, Technology, Engineering and Maths (STEM) Industry we operate within is historically renowned to be predominately male based; and with this, it draws a critical need for our continuous attention.

We are committed to improving our gender equity by analysing and critiquing our data; to establish relevant, achievable and impactful initiatives. Our foundations are regularly assessed to ensure we are on the right path, and this helps us to identify global and local actions that will continue to develop Viridien as a workplace where employees are given fair and equal opportunities and the ability to enhance their capability and drive their careers.

We focus on aspects such as skills, performance, talent, diversity and inclusion. Our gender pay gap is an indicator of the progress we have made, and a reminder that we must continue to remain aware and proactive in improving it further.

At Viridien our Gender Pay is based on the snapshot date of 5 April 2025 and meets the legal requirement for all UK Companies with 250+ employees. We have reported on our Gender Pay since it was first introduced in 2017 and it enables us to maintain a focus on gender imbalances, and to take the appropriate steps in providing equal and equitable offerings for our employees.

The Gender Pay Gap is different from equal pay. It shows the difference between the average earnings of men and women. This differs to equal pay, which focuses on the difference between men and women who carry out the same jobs, similar jobs or work of equal value.



## GENDER PAY GAP

The gender pay gap is based on ordinary pay received after any reduction of a salary sacrifice scheme i.e. pension contributions for the relevant pay period.

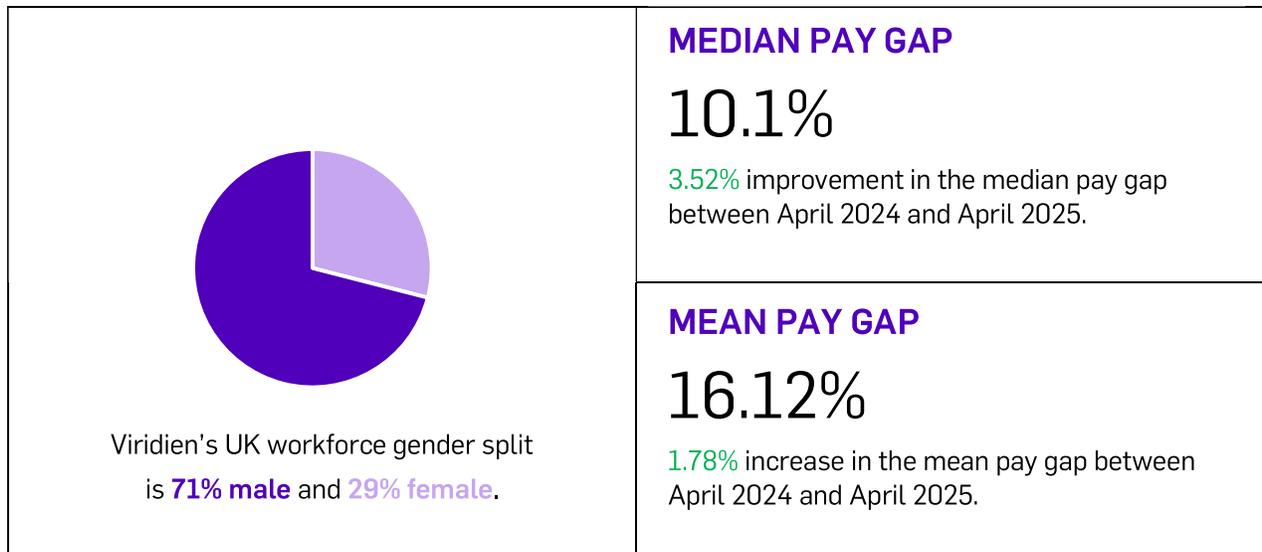
Ordinary pay includes:

- Basic Pay
- Allowances
- Shift Premium Pay
- Pay for Piecework
- Pay for leave (Including holiday, family leave and sick leave (full pay))

An employee who does not receive full pay in the month of April is excluded from the calculation as they are not considered to be "full-pay relevant". Examples of this would be:

- Maternity/Shared Parental/Paternity/Adoption Leave
- Sabbatical Leave
- Sick leave (half pay or nil pay)
- Unpaid leave

The gender pay gap calculation shows the difference between the average (mean and median) male and female pay, based on an hourly pay rate for the April 2025 period.



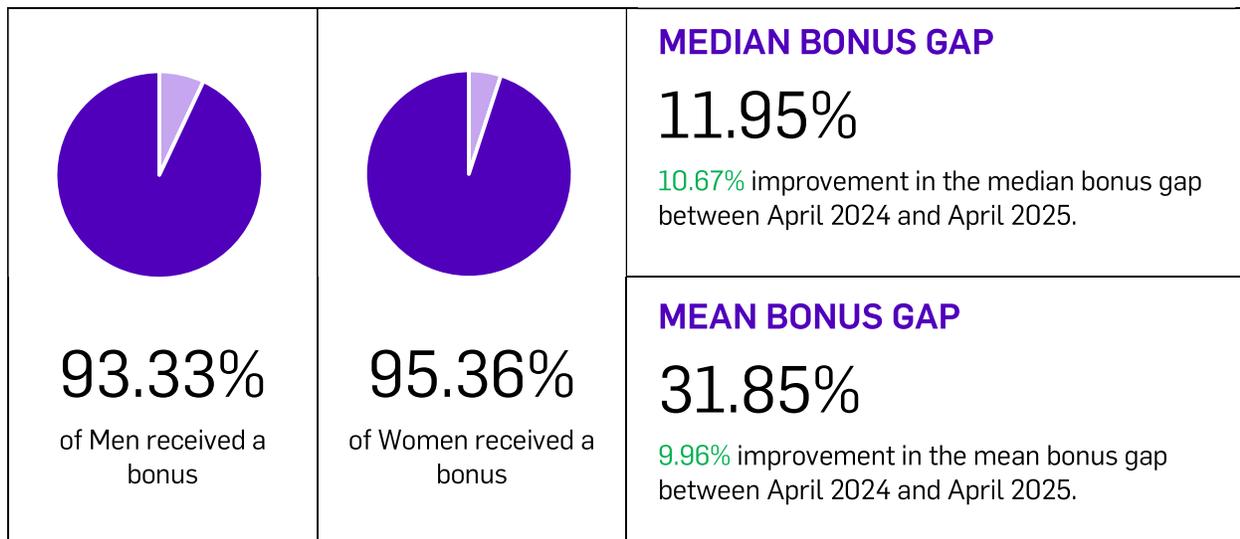


## MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female 38%	Female 28%	Female 28%	Female 16%
Male 62%	Male 72%	Male 72%	Male 84%

## BONUS PAY GAP

The bonus pay gap reflects the difference between the average (mean and median) bonuses paid to men and women between 6 April 2024 and 5 April 2025. Any bonuses received during the period are included in the calculation.





## WHY DO WE HAVE A GENDER PAY GAP?

Viridien understands the challenges it faces within the STEM (Science, Technology, Engineering and Maths) Industry in attracting, developing and retaining female talent; specifically with the industry being predominately male based.

We know our workforce has a higher proportion of males, which currently reflects a 70/30 split which is in line with global talent markets and pipeline. There is work to be done in addressing this gender imbalance and our ambition is to focus on all our quartiles, with emphasis on our upper quartiles where females are particularly underrepresented. Our aim is to have our quartiles reflect as a minimum our total workforce split by 2030 which we will review annually against our action plan.

To achieve this, we continue to progress our global and local initiatives, by reviewing and enhancing our policies and benefits packages to foster an inclusive workplace in pursuing greater gender balance.

We are proud that in the last 12 months:

- Our Recruitment Team has continued to work closely with University Career Events, with a focus on events specific to women where female representatives from Viridien engage with future talents to drive the STEM initiatives.
- In February 2026 we committed to be the sole Headline Sponsor exhibitor at a STEM Women's event.
- We have also partnered with 'Women in Tech' to promote women in STEM careers and we published our first story on Women in Tech in December 2025 #graduatecareers | Viridien
- We rolled out global Interview Training to all Hiring Managers to ensure candidates receive the best candidate experience, and to continue to raise awareness of unconscious bias.
- We continue to hold high standards of analysis when completing our compensation and performance schemes.
- We have expanded our healthcare offerings to include Fertility Treatment
- Our Parental and Family Leave was significantly enhanced in 2024 and has been positively received
- We continue to hold Focus Groups to engage and listen to our workforce.
- We also introduced our Bereavement and Menopause Management Guides
- We have an Employee Inclusion Group Women@Viridien which is run by employees. We provide annual funding for them to use to continue to raise the profile of women in our workplace.

We commit to analysing our internal data to build and develop opportunities for an equitable talent pipeline. We saw in 2025 our female Graduate and Intern intake increase to 50%+ females, which we are proud of and is reassuring to see how our commitment externally and internally to our initiatives is coming through.

The introduction of our enhanced family leave policies has been positively received, with our Maternity and Shared Parental Leave being paid up to 100% for 26 weeks, and our Paternity Leave being paid up to 100% for 4 weeks, subject to meeting the qualifying period.



## ACTION PLAN

Viridien's Senior Management Team are committed to improving our Gender Pay and Bonus Gap and will be reviewing progress quarterly to drive the actions. The areas of key focus include:

### Recruitment

- We continue to collaborate with Women In Tech in the attraction, development and retention of women in the Tech Industry by championing diversity and inclusion by spotlighting the remarkable contributions of women in tech across Viridien.
- To improve our talent initiatives throughout the candidate searches, recruitment and onboarding processes by utilising a gender decoder for all adverts and job descriptions.
- To continue attending career fairs, presentations, skills sessions and workshops to enable discussions to take place on career opportunities and pathways and continuing to connect with women societies within Universities.
- To continue to have greater female involvement in our interview process from application/shortlisting stage to interview panels.
- To continue our mandatory Unconscious Bias Training for all employees

### Development and Retention

- To analyse and challenge our data in identifying areas of gender imbalance and address these appropriately.
- To actively analyse our internal compensation and benefit schemes to ensure there is fairness and consistency.
- To continue to review and analyse our exit interview feedback to understand themes and barriers to us meeting our ambitions on gender balance and forming initiatives based on our findings.

### Wider Company Initiatives

- To continue our mandatory eLearning's on Inclusivity, Diversity and Equity which provides employees with an introduction to unconscious bias, challenging behaviours or practices in the workplace and enhance understanding of its importance.
- To pursue our Employee Inclusion Groups with the goal to enhance representation and awareness of specific groups, improve diversity and maintain an inclusive working environment of all.
- Our mandatory training on Prevention of Discrimination and Harassment at work will continue for all employees, in addition, all UK Managers have attended further Sexual Harassment Training, reinforcing our zero-tolerance approach to bullying, harassment and sexual harassment in the workplace.
- To regularly review and analyse our policies, practices and benefit offerings



Statement from UK Country Manager:

*"I confirm that the gender pay gap data contained in this report for Viridien under CGG Services (UK) Limited is accurate and has been produced in line with the Gender Pay Gap Reporting regulations, as set out by the UK government."*

*N. Wynne*

Natalie Wynne  
UK Country Manager

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