



SMR

# ROLLS-ROYCE SMR

## GENDER PAY GAP REPORT 2025

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# ABOUT ROLLS-ROYCE SMR

**Rolls-Royce SMR is transforming the way nuclear projects are delivered. We are Europe's leading small modular reactor company with commitments to deploy multiple units in the UK and Czech Republic. Rolls-Royce SMR is also one of the two final shortlisted technology providers to deliver a further 1.5 GW of clean power in Sweden.**

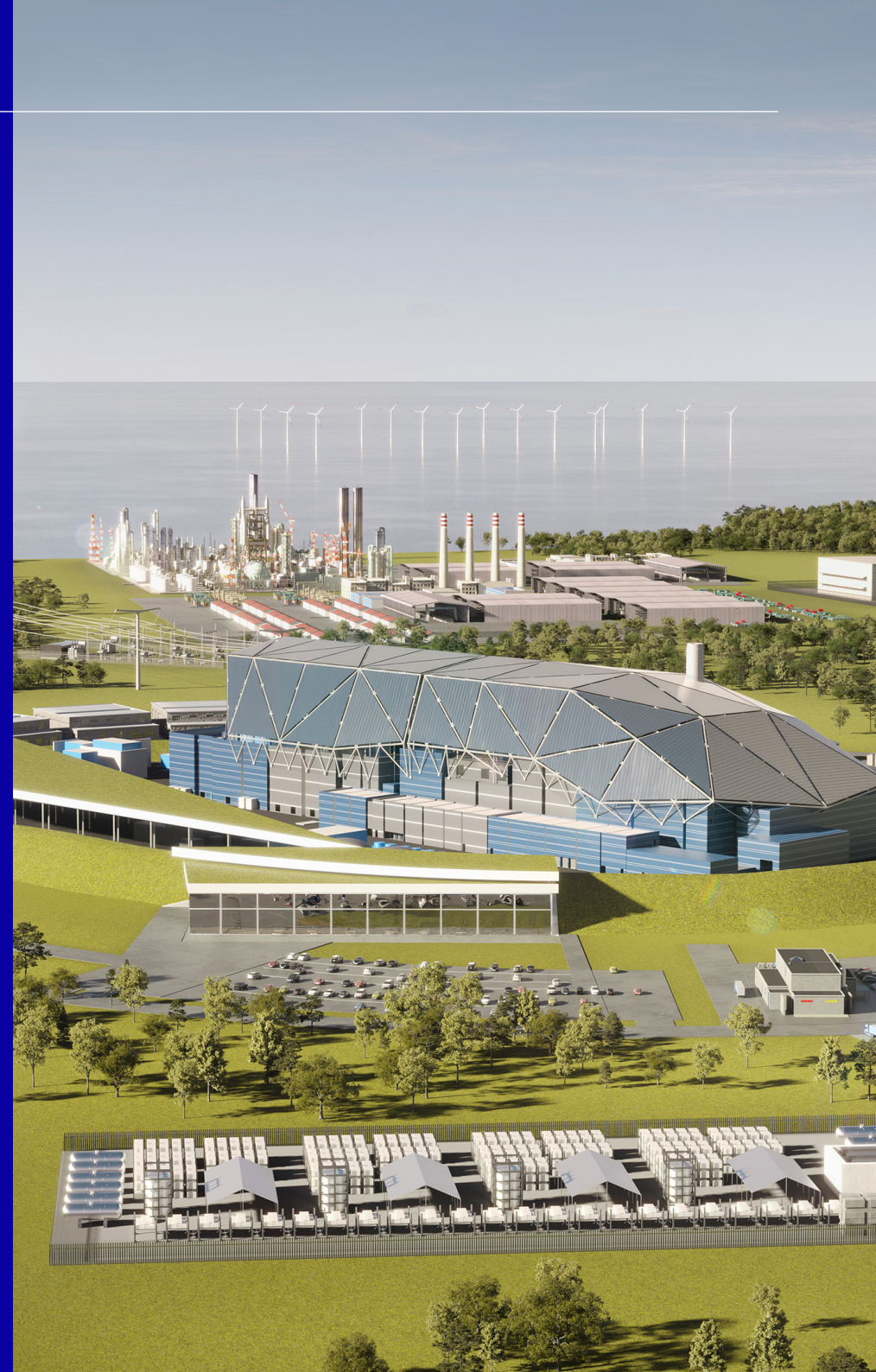
The Rolls-Royce SMR - the UK's first domestic nuclear technology in over a generation - is based on proven technology developed using Rolls-Royce's 65-years of nuclear expertise. Each of Rolls-Royce SMR's 'factory built nuclear power plants' will power a million homes for 60+ years.

As preferred bidder with Great British Energy - Nuclear (GBE-N), we are poised to begin on the delivery of three Rolls-Royce SMR 'units' at Wylfa on Anglesey in North Wales.

These will be Europe's first SMRs and will make North Wales the pioneer of this game-changing clean energy technology, supporting around 3,000 local jobs and an additional 5,000 jobs nationally.

We are growing as an organisation and building the skills of the current workforce and future generations is at the heart of our programme. We will focus on supporting communities that are under-represented in the nuclear sector and that experience barriers to work and training.

A diverse workforce is critical to our success as we expand as an organisation, develop a world-leading culture and continue to be a fantastic place to work.



# INTRODUCTION

**UK gender pay gap reporting is an important element of our overarching commitment to openness and transparency. It enables us to track our progress towards achieving gender balance and equivalence in pay across the Rolls-Royce SMR business.**

While there is clearly further to go to achieve the high standards we set ourselves, our progress to date has been positive and our 2025 UK Gender Pay Gap Report shows a reduction in the gap between hourly pay figures for men and women in Rolls-Royce SMR. I am also pleased to see that we continue to perform better than both the nuclear sector average and the UK national average in this area.

We are at an exciting point of growth in the Rolls-Royce SMR business, enabled by our success in both the UK and Czech Republic.

This growth creates a significant opportunity and we are committed to being an employer where everyone can grow – professionally and personally. As an example of how we are supporting our people, we recently launched an enhanced ‘Family Friendly Framework’ – providing better support to our colleagues and making the nuclear sector more attractive to more people.

We are confident that our approach will attract more women to our organisation – an aim the Rolls-Royce SMR Board and Executive Leadership Team remain committed to enabling.



**Chris Cholerton**

Chief Executive Officer, Rolls-Royce SMR

I confirm that the information and data provided is accurate and in line with mandatory requirements. All reported Rolls-Royce SMR data was taken on 5 April 2025 unless otherwise stated.



“This growth creates a significant opportunity and we are committed to being an employer where everyone can grow”

# WHAT IS GENDER PAY GAP REPORTING?

## A UK gender pay gap report must include the following data:

The mean and median gender pay gap for hourly pay

The percentage of men and women in each hourly pay quartile

The percentage of men and women receiving bonus pay

The mean and median gender pay gap for bonus pay.

**The UK gender pay gap is a 'snapshot' of data taken each year to compare the hourly pay and bonus figures for men and women across all roles and grades of an organisation.**

All organisations with more than 250 employees must report this data. All reported Rolls-Royce SMR data was taken on 5 April 2025 unless otherwise stated. On this date, Rolls-Royce SMR had 798 employees, all of whom were salaried. However, for the purposes of UK gender pay gap reporting calculations, we are required to convert all salaries into hourly pay equivalent figures. This includes full-time and part-time employees.

It is important to clarify that a gender pay gap is not a measure of equal pay, which compares the salary of individuals performing the same role.

### Equal pay:

Where men and women are paid the same for the same work

### Gender pay gap:

An equality measure that shows the difference in average earnings between women and men



# PAY QUANTILES BY GENDER

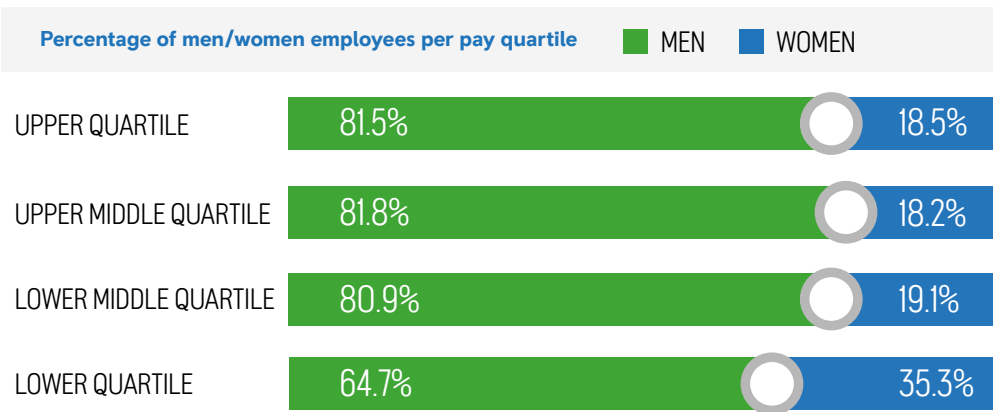
On April 5 2025, the overall distribution of men and women in Rolls-Royce SMR was **77.2% men** and **22.8% women**.

While we can say confidently that we do not have a pay gap between genders on a job-by-job basis, the largest proportion of female employees continue to be in the lowest pay quartile, and the majority of employees in the higher quartiles are men. This is the largest single factor that impacts our UK gender pay gap.

Despite this, we have seen a decrease in female representation in the lower quartile, with corresponding increases in the lower middle and upper middle quartiles. This indicates that we are making progress in supporting female colleagues with career development and growth, enabling them to progress into better paid roles, and increasing the number of female hires into mid-level positions.

We anticipate that, until we improve our gender distribution, we will continue to report a gender pay gap due to the higher representation of men in the higher pay quartiles.

Furthermore, success with Great British Energy – Nuclear has enabled us to proceed with our growth plans. Rapid growth means, however, we are working with constantly changing information on gender pay. This volatility will continue in the near term, and we are mindful of the impact that may have on our future data. However, this growth also creates an opportunity to improve our gender distribution, and our focus continues to include the hiring of more women into senior roles and the deployment of further interventions that support career progression for women.



# PAY CALCULATIONS IN ROLLS-ROYCE SMR

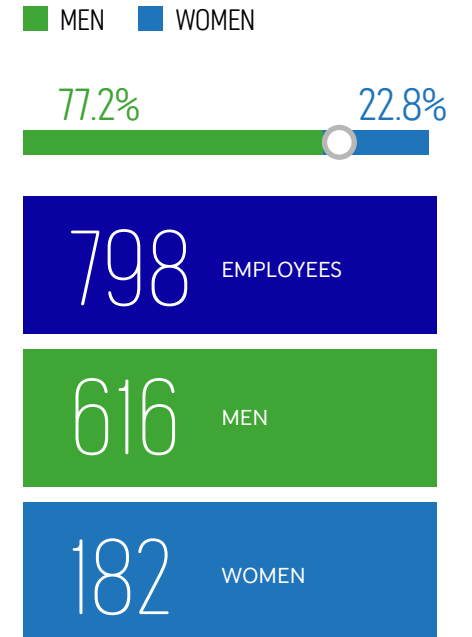
The mean UK gender pay gap for hourly pay in Rolls-Royce SMR is 8.8% (median: 10.4%). This means that, on average, women are paid 8.8% less than men in our organisation. This is an improvement compared to our previous report (-0.2 for the mean and -2.0 for the median) and continues the positive trajectory we have seen since first reporting this data.

While we have work to do, we are performing better than the average for organisations in the nuclear sector, where the average mean UK gender pay gap is 15.3% and the average median UK gender pay gap is 18.9%. We are also performing better than the UK national average. However, as a relatively small but growing company, we appreciate our data may vary considerably by the next snapshot date, and we are mindful that this makes our data susceptible to volatility.

Although both our mean and median figures have improved, we believe the mean figure is a better reflection of the impact of our activities to date given the size of our organisation and the growth we are experiencing. We actively work to understand our UK gender pay gap calculations to gain insights that help us to take effective action.



## Rolls-Royce SMR data at a glance



### UK gender pay gap data

	Rolls-Royce SMR	Nuclear sector average*	UK national average**
MEAN	8.8%	15.3%	13.4%
MEDIAN	10.4%	18.9%	12.8%

8.8%

MEAN (AVERAGE) PAY GAP

10.4%

MEDIAN PAY GAP

\* [https://idnuclear.com/wp-content/uploads/2025/05/IDN\\_Gender-Pay-Gap\\_20May25.pdf](https://idnuclear.com/wp-content/uploads/2025/05/IDN_Gender-Pay-Gap_20May25.pdf)

\*\*2025 data source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

# BONUS CALCULATIONS IN ROLLS-ROYCE SMR

Rolls-Royce SMR operates a short-term incentive plan (STIP) for employees. STIP payments are classified as ‘bonus pay’ for the purposes of UK gender pay gap reporting. The company’s financial year runs from 1st January to 31st December and the STIP is aligned to this. If STIP awards are achieved, then they are paid in March of the following year.

New joiners to the company are only eligible to participate in the existing STIP if they have joined before October. This means, in the context of UK gender pay gap reporting, that any employee that joined the company between October and April will not have had the opportunity to receive an STIP payment and so there would be no reportable bonus for those employees. Apprentices, as well as those who resign or leave the organisation before the payment date, are also not eligible for the bonus payment. Once these groups are removed, all remaining eligible colleagues received a bonus payment.

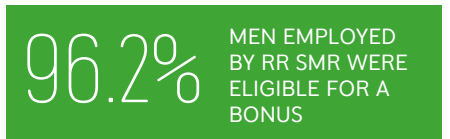
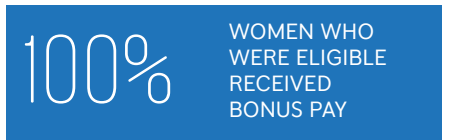
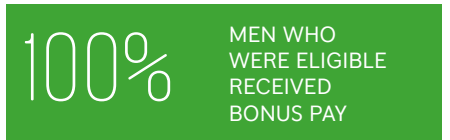
Our mean bonus pay gap has increased for women from 10.0% to 11.9% compared to 2024. The primary reason for this is the large increase in the number of women eligible to receive a bonus (from 77.3% of women in 2024 to 97.4% in 2025). As bonus pay is linked to salary, and women typically earn less than men, this has resulted in a widening of the gap.

The underrepresentation of women within the upper and upper middle pay quartiles remains the main contributing factor to the existing gap that is present in our mean and median bonus gap calculations. The opportunity to earn differing levels of STIP at Rolls-Royce SMR is binary and relative to grade and salary so, if we have more men than women in the highest pay quartiles, there will be a gap in bonus pay. Any reduction in our mean gender pay gap will enable a reduction in our bonus pay gap calculations.



## Rolls-Royce SMR data at a glance

■ MEN ■ WOMEN



100% of employees that were eligible to receive a bonus - regardless of gender - received a bonus

# ADDRESSING OUR GENDER PAY GAP

**The key issue to resolve, if we are to further reduce our gender pay gap, remains the imbalance in our pay quartiles, particularly in our Engineering Function. We need to use our future growth to increase the representation of women in the upper quartiles and, further ahead, we are committed to delivering gender balance across our entire organisation.**

We are also committed to gender balance in our apprentice and graduate intakes. While this will impact our progress to reduce our gender pay gap in the near-term, we recognise our goals are necessary if we are to embed gender balance into our company in the longer term.

We are making strategic interventions in support of increasing female representation in our business. Examples of some of our achievements in the last 12 months are included below.

## Recruitment and Promotion

The number of female colleagues in Rolls-Royce SMR was 25.4% of our population by the end of 2025, an increase from 22.6% over the calendar year. Over the same period, the number of female colleagues in our senior leadership grades has increased from 19.6% to 28.0%. Additionally, at the end of 2025, over half of our departments (6 / 11) were over 42% female. Our focus on inclusive hiring and promotion practices is supporting our pursuit of gender balance.

## Emerging Talent

Apprenticeships are vital in supporting our aim to increase the number of women in our organisation, both in technical and non-technical roles. Our 2025 apprenticeship cohort had gender balance across

14 newly created roles, which has been enabled by our education and community outreach activities.

## Leadership@SMR Programme

We have launched a Leadership Programme to better enable our leaders to inspire and empower their teams to shape the future of Rolls-Royce SMR through bold, inclusive and impactful leadership whilst fostering a culture that is engaging and future focused. 100% of female applicants to the programme were successfully admitted.

## Family Friendly Policy Framework

We have launched an enhanced Family Friendly Policy Framework to ensure that new mothers have the support they need. Included in the enhancements is an uplift in maternity leave from 18 to 39 weeks at full basic pay, as well as paid time off for those requiring IVF or assisted conception. We have also enhanced our policies for paternity and shared parental leave, ensuring new mothers have flexibility in managing their personal arrangements.

## Women in Nuclear

We continue to support Women in Nuclear (WiN) with their efforts to increase female representation across our sector. We were proud to be a Partner Sponsor of the 2025 Global WiN Conference and we look forward to being Platinum Sponsor of the 2026 WiN UK Annual Conference. We regularly attend WiN events, including their CEO Workshop Series, and were delighted to host representatives of WiN at our Derby office to showcase the importance of their work.

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# CLOSING STATEMENT

**As we mature and grow as an organisation, I've been delighted to see the continued impact that our Inclusion Strategy is having in Rolls-Royce SMR.**

In 2025 and for the second year running, our annual Engagement Survey returned a score for Diversity and Inclusion that was above the external benchmark. Additionally, the results also demonstrated that our female colleagues are more engaged than their male counterparts. While we can interpret this in many ways, I believe it to be a reflection of the positive actions we are taking to improve the employee experience for all colleagues, but with a specific lens on our female talent.

Some of that focus includes our recently relaunched Family Friendly Policy Framework. Supporting colleagues – male and female – as they journey through life's big events is critical to retaining talent, and the enhancements we have introduced have generated a tremendously positive response from our people. We also received positive feedback to our traditional Bring Your Child to Work Day. Hosted for three consecutive years by our STEM Ambassadors, this event supports our ambitions to connect with the talent of the future whilst also reducing the burden of parental responsibilities during school holidays. Although these examples benefit parents of all genders, we recognise the disproportionate expectations placed on women by society and this additional support will better help our female colleagues to succeed.

While this report legally requires us to compare hourly pay and bonus pay for men and women, we recognise that gender is a spectrum and not all colleagues will identify with such terms. We value and respect gender diversity in all its forms.

Furthermore, we recognise that women are much more than simply their gender, and our inclusion activity seeks to improve the experiences of all women in our business. In 2025, not only did Investing in Ethnicity once again name us as a Star Employer, but we also achieved Top 30 Employer status. We returned to Manchester Pride in the summer, and we were also shortlisted for recognition by the British LGBT Awards. These are just some examples of how we are aiming to attract an even more diverse range of women to our business.

I am proud of the impact that our work is having, and more so for it to be recognised by others. Rolls-Royce SMR was named winner of the Equality, Diversity and Inclusion Award at the 2025 Global Institution of Chemical Engineering Awards – this success against such high-quality competition truly validates the progress we are making.

We acknowledge that all is not perfect, however. The growth in our business provides an opportunity to further increase female representation in our organisation, but there remains a shortage of female talent in the engineering pipeline. We will continue to engage with girls and young women in our communities, demonstrating the breadth of exciting careers available in our sector.

Our commitment to achieving gender balance remains steadfast. The creation of a Culture and Inclusion Team last year, including the addition of a new ED&I Partner role, has bolstered our capacity to achieve more and I am excited by our future plans.

**Clare Sandman**  
People Director, Rolls-Royce SMR







SMR

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