Ms Jeanne Delebarre  
Assistant Clerk, Business, Energy and Industrial Strategy Committee  
House of Commons  
LONDON SW1A 0AA  

23rd May 2018  

Dear Ms Delebarre,  

RE: BEIS COMMITTEE INQUIRY ON GENDER PAY GAP REPORTING  

We welcome the introduction of gender pay gap reporting because we are building a business which is about fairness, equality and inclusion. In the last three years the total number of women employed within Babcock has increased by 24%, compared to a 10% increase in total Group employees over that period. We are continuing to work hard to build on that progress.  

During the Committee’s oral evidence hearing on 15th May, the panel of witnesses were asked to confirm in writing whether their respective chief executives have key performance indicators (KPIs) relating to the gender pay gap. I can confirm that Babcock’s Group CEO (and indeed all members of our Executive Committee) have a KPI to work towards year-on-year improvement in the gender pay gap.  

We were very pleased to contribute to the Committee’s inquiry and look forward to reading its report in due course.  

Yours sincerely,  

[Signature]  

JAMES COADY  
Public Affairs Manager