

Aptus Utilities Gender Pay Gap Report

Aptus Utilities is a committed Equal Opportunities Employer, and we are proud of the career opportunities that we provide to colleagues of all backgrounds. We are committed to promoting equality, diversity and inclusion throughout the business and ensure all our colleagues feel respected and included. With 295 colleagues in April 2023, we recruit and pay based on job role and ability, regardless of gender. As a leading employer in the multi utility industry, we ensure that our core values are embedded into our culture, across all regions and departments.

The table below shows our Gender Pay Gap Data for Reporting Ending 5th April 2023

Full Pay Relevant Employees	295
Upper Quartile - Males	89.0%
Upper Quartile - Females	11.0%
Upper Middle Quartile - Males	91.9%
Upper Middle Quartile - Females	8.1%
Lower Middle Quartile - Males	75.7%
Lower Middle Quartile - Females	24.3%
Lower Quartile - Males	51.4%
Lower Quartile - Females	48.6%
Mean Hourly Pay for Men	£21.55
Mean Hourly Pay for Women	£14.15
Mean pay gap	34.3%
Median Hourly Pay - Men	£17.14
Median Hourly Pay - Women	£12.26
Median pay gap	28.5%
% men who received a bonus	48.1%
% Women who received a bonus	8.8%
Mean bonus pay for Men	£486.48
Mean bonus pay for Women	£245.83
Mean bonus pay gap	49.5%
Median Bonus Pay - Men	£400.00
Median Bonus Pay - women	£250.00
Median bonus pay gap	37.5%

We are pleased to report that females now make up 20% of the overall workforce, an increase from 2022, we aim to increase this further through FY2023.

There has been little change in the Senior Management and Executive Team in relation to gender and therefore the % of each gender in the upper quartile has remained similar to the previous year. However, we are pleased to report that the % of females in the upper middle quartile has increased from 2.7% to 8.1%.

The utilities industry continues to be male dominated, and the majority of our site-based colleagues are male. Throughout FY2023, the labour market tightened and therefore the demand for higher salaries for skilled workforce was expedited. This has unfortunately contributed to the mean and median gender pay gap widening in favour of males.

Aptus continues to be a Real Living Wage Employer, assisting in addressing pay gaps at the lower end of the pay scale.

There is a large gap between the number of male colleagues receiving a bonus compared to female colleagues. This is because the bonus scheme is currently only applicable to site-based colleagues and senior managers. As most site-based operatives are males, this has resulted in the differences in numbers of those receiving the bonus.

In FY2023, the decision was made to defer Senior Manager's bonus. This has caused the appearance of a big shift in the bonus pay gap, in favour of men. However, if the deferred bonus payment (which was paid the following year) had been included in the calculations, the mean bonus pay gap would have been improved on last year, at -433.2% in favour of women.

When analysing specific departments, comparing similar roles, and removing site-based roles, the mean pay gap reduces significantly to 5.7%

Due to the nature of the site-based work, it is difficult to recruit females into these roles and we continue to aim to find new ways to make these manual roles more attractive to females. There is a skills shortage in the industry, and we are working hard to upskill our workforce by offering more training and development opportunities to females as well as males, for example in areas such as project management and design.

Aptus Utilities is committed to improving any imbalance in the gender pay gap data and will continue to develop on the previous commitments for the coming year.

I confirm that the data provided in this report is accurate as of 5th April 2023 and that the data has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Lisa Kerford

Managing Director