

## Aptus Utilities Gender Pay Gap Report

Aptus Utilities is a committed Equal Opportunities Employer, and we are proud of the careers opportunities that we provide to colleagues of all backgrounds. We are committed to promoting equality, diversity and inclusion throughout the business and ensure all of our colleagues feel respected and included. With 311 colleagues in April 2022, 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 5<sup>th</sup> April 2022

Full Pay Relevant Employees	300
Upper Quartile - Males	88.0%
Upper Quartile - Females	12.0%
Upper Middle Quartile - Males	97.3%
Upper Middle Quartile - Females	2.7%
Lower Middle Quartile - Males	82.7%
Lower Middle Quartile - Females	17.3%
Lower Quartile - Males	54.7%
Lower Quartile - Females	45.3%
Mean Hourly Pay for Men	£21.68
Mean Hourly Pay for Women	£15.28
Mean pay gap	29.5%
Median Hourly Pay - Men	£17.94
Median Hourly Pay - Women	£12.50
Median pay gap	30.3%
% men who received a bonus	46.0%
% Women who received a bonus	11.5%
Mean bonus pay for Men	£700.21
Mean bonus pay for Women	£2,650.36
Mean bonus pay gap	-278.5%
Median Bonus Pay - Men	£400.00
Median Bonus Pay - women	£1,505.83
Median bonus pay gap	-276.5%

The % of males and females in each quartile is similar to the previous year, with a maximum of 2% movement across each quartile.

**We are pleased to report that the mean pay gap has decreased from 35% in 2021 to 29.5% in 2022.**

**Median pay gap has also decreased from 41% to 30.3%.**

There is a large gap between the number of male colleagues receiving a bonus compared to female colleagues and this gap has widened since 2021. This is due, in part, to the fact that in 2021, all colleagues were given a voucher as a Christmas gift, in lieu of a Christmas Party (due to Covid-19 restrictions). In 2022 the party went ahead so this bonus was not given, however, site operatives and senior managers received a performance-based bonus. As most site-based operatives are males, this has resulted in the differences in numbers of those receiving the bonus.

Aptus continues to have females in senior roles in the business, and as a result, the bonus pay gap is in favour of females.

In 2021, Aptus made the following commitments:

<b>Commitment made in 2021</b>	<b>Changes in 2022</b>
Continued with our bespoke Apprenticeship Recruitment Scheme in an attempt to address the skills shortage in the industry	8 x apprenticeships recruited to the scheme in September 2021
Widened the scope of colleagues who are put on training and development plans to include more non-operational roles	Increased the number of colleagues on training and development plans
Improved publicity and recruitment to ensure people of all genders are attracted to the business.	Worked closely with our publicity advisors to improve marketing around recruitment, including adding photos of females in construction-based roles
Committing to being a Real Living Wage employer from 2022	Increase wages everyone to a minimum of £9.90 in April 2021
Where possible, hybrid working is being offered, which evidence suggests may benefit more women and therefore assist to get more females into a wider variety of roles	Hybrid working continued to be offered through 2021-2022 with formal company policy due to be rolled out from 2022-2023
Reviewing interview techniques and processes for recruitment and promotions to ensure that all possibility of any unfair bias is mitigated	HR team undertaken unconscious bias training. To be rolled out to all hiring managers through 2022-2023

We are pleased that our pay gap numbers have improved and will continue to commit to treating and paying all employees fairly, regardless of gender and background.

Due to the nature of the site-based work, it is difficult to recruit females into these roles and we 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 5<sup>th</sup> April 2022 and that the data has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Lisa Kerford

Managing Director