

Aptus Utilities Gender Pay Gap Report – Reporting Year 2020-2021

Aptus Utilities is a committed Equal Opportunities Employer, and we are proud of the careers opportunities that we provide to colleagues of all backgrounds, in the regions that we operate in. With 276 colleagues in April 2020, we recruit and pay based on job role and ability, regardless of gender.

The table below shows our Gender Pay Gap Data for Reporting Year 2020-2021

Full Pay Relevant Employees	79
Upper Quartile - Males	68%
Upper Quartile - Females	32%
Upper Middle Quartile - Males	70%
Upper Middle Quartile - Females	30%
Lower Middle Quartile - Males	45%
Lower Middle Quartile - Females	55%
Lower Quartile - Males	55%
Lower Quartile - Females	45%
Mean pay gap	4.8%
Median pay gap	22%
% Men who received a bonus	76%
% Women who received a bonus	70%
Mean bonus pay gap	-57%
Median bonus pay gap	30%

We recognise that it is difficult to employ females into an industry that is historically traditionally male dominated. Aptus Utilities is committed to improving any imbalance in the gender pay gap data and has implemented the following to improve this:

- Continued with our bespoke Apprenticeship Recruitment Scheme in an attempt to address the skills shortage in the industry
- Widened the scope of colleagues who are put on training and development plans to include more non-operational roles
- Improved publicity and recruitment to ensure people of all genders are attracted to the business.

I confirm that the data provided in this report is accurate as of 5th April 2020 and that the data has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Lisa Kerford



Managing Director