

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 268 colleagues in April 2024, 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 2024

Full Pay Relevant Employees	268
Upper Quartile - Males	85.1%
Upper Quartile - Females	14.9%
Upper Middle Quartile - Males	95.5%
Upper Middle Quartile - Females	4.5%
Lower Middle Quartile - Males	74.6%
Lower Middle Quartile - Females	25.4%
Lower Quartile - Males	58.2%
Lower Quartile - Females	41.8%
Mean pay gap	29.4%
Median pay gap	25.3%
% men who received a bonus	50.0%
% Women who received a bonus	9.2%
Mean bonus pay gap	-868.2%
Median bonus pay gap	-2012.2%

We are pleased to report that females now make up 22% of the overall workforce, an increase from 2023, we aim to increase this further through FY2024.

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 quartile has increased from 11.0% to 14.9%.

The utilities industry continues to be male dominated, and the majority of our site-based colleagues are male. Throughout FY2024, the labour market tightened and therefore the demand for higher salaries for skilled workforce was expedited. Despite this, we are pleased to report that our Mean Pay Gap decreased in favour of females, from 34.3% to 29.4%. Our median pay gap also decreased, in favour of females from 28.5% to 25.3%.

Aptus continues to be accredited as 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.

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 2024 and that the data has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Lisa Kerford

Managing Director