

## Aptus Utilities Gender Pay Gap Report – Reporting Year 2021-2022

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 281 colleagues in April 2021, 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 Year 2021-2022

Full Pay Relevant Employees	263
Upper Quartile – Males	87.7%
Upper Quartile – Females	12.3%
Upper Middle Quartile – Males	98.5%
Upper Middle Quartile – Females	1.5%
Lower Middle Quartile – Males	83.3%
Lower Middle Quartile – Females	16.7%
Lower Quartile – Males	53.0%
Lower Quartile – Females	47.0%
Mean pay gap	35.3%
Median pay gap	40.5%
% Men who received a bonus	37.9%
% Women who received a bonus	85.2%
Mean bonus pay gap	24.5%
Median bonus pay gap	0.0%

The pay gap has widened from previous year due to the number of full pay relevant employees in this year's reporting. Last year, all our operational colleagues who are predominantly male, were excluded due to the furlough payments made in the relevant pay period.

Due to the nature of the site based work, it is difficult to employ females into these roles. There is also a skills shortage in this industry, this in addition to the high levels of construction over the past twelve months, is driving the hourly rates of site based roles up.

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.
- Committing to being a Real Living Wage employer from 2022
- 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

- Reviewing interview techniques and processes for recruitment and promotions to ensure that all possibility of any unfair bias is mitigated

I confirm that the data provided in this report is accurate as of 4<sup>th</sup> April 2021 and that the data has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Lisa Kerford

Managing Director