

ENERVEO

ENERVEO GENDER
PAY GAP REPORT
2024



About Enerveo

Enerveo is a multi-disciplinary contracting business, with the skills and expertise to deliver complex projects in challenging environments.

Enerveo is one of the largest contracting businesses in the UK, offering a wide variety of services including mechanical, electrical, high voltage, infrastructure installation, test and inspection services, as well as street lighting.

Gender Pay Gap Report 2024

Enerveo is committed to providing open and detailed information about its gender pay gaps and ensuring that our employees are treated equally and fairly.

Enerveo's UK gender pay gap is calculated using the UK government's methodology and using a snapshot date of 5th April 2024.

Our report is based on data from 965 employees who received pay and bonuses for the relevant reporting period.



Headcount April 2024

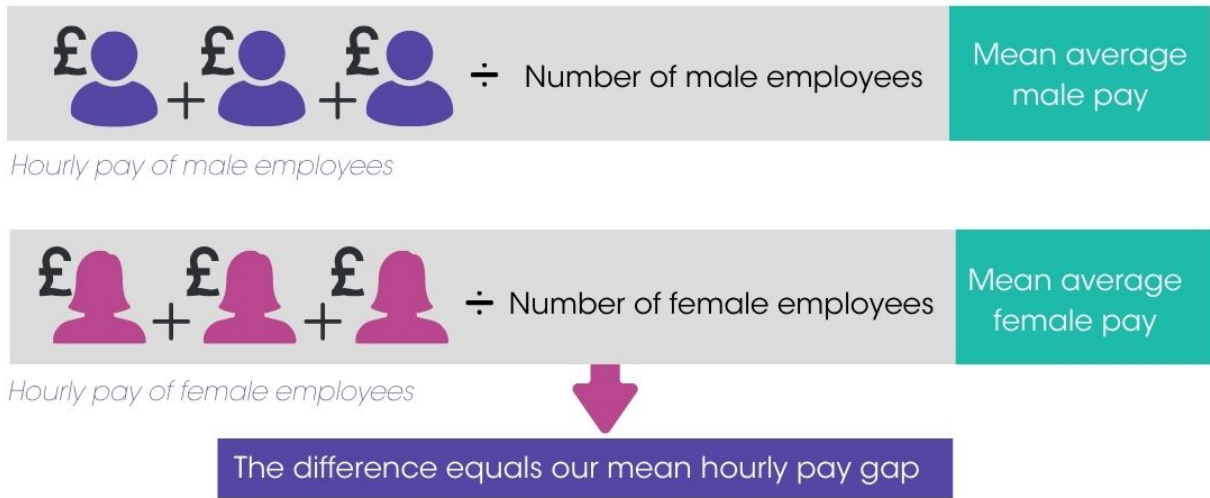
Measuring the Pay Gap

The gender pay gap is a measure used to describe the difference in the average pay of female and male employees. The measure does not take into account the specific roles they hold, and is different from 'Equal Pay' which refers to comparing individuals who do the same or similar work.

The gender pay gap is calculated using two separate methods: mean gender pay gap and median gender pay gap.

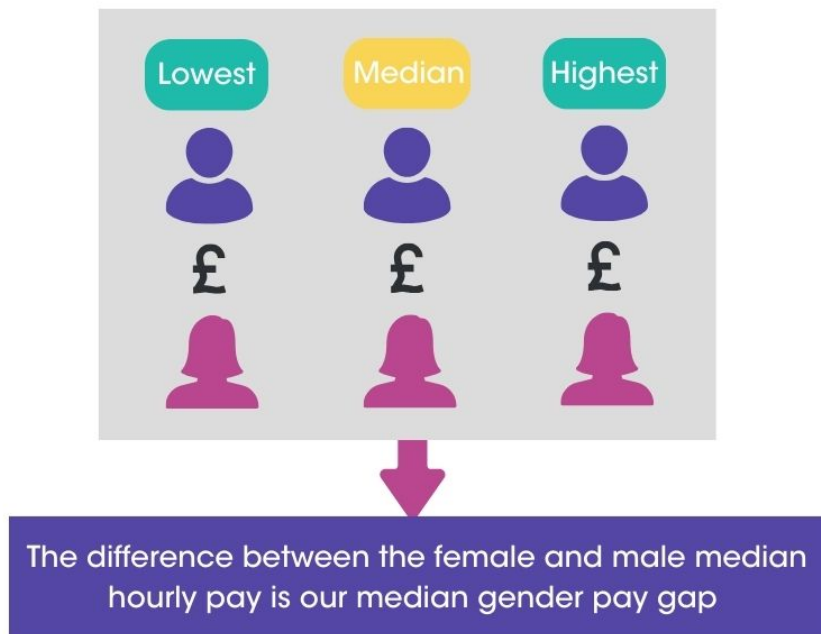
Mean Gender Pay Gap

How we calculate the mean gender pay gap:



Median Gender Pay Gap

How we calculate the median gender pay gap:



22.21%

Mean gender pay gap

25.37%

Median gender pay gap

Pay Band Quartiles

The table below shows the proportion of men and women who sit within the four equally-sized groups when ranked from lowest to highest hourly pay:

Quartile	Men	Women
Lower Quartile	61.0%	39.0%
Lower Middle Quartile	84.8%	15.2%
Upper Middle Quartile	94.8%	5.2%
Upper Quartile	91.3%	8.7%

Understanding our Gender Pay Gap

73% of our employees work in operational roles whilst the remainder work in administrative roles and our support functions.

Men occupy the majority of roles in our operational teams, which are highly technical and command higher salaries, this is the primary reason for the gap in pay between men and women and this is reflective of our industry as a whole and not unique to Eneveo.



Bonus Pay Gap

We measure the bonus pay gap in exactly the same way as we measure the pay gap, by comparing the mean and median bonuses paid to both male and female employees.

When calculating the bonus pay gap we look at all bonuses paid in the 12 months prior to the snapshot date of 5th April 2024.

98.4%

of men received a bonus

98.8%

of women received a bonus

Understanding our Bonus Pay Gap

We pay a number of different bonuses within Eneveo, eligible employees receive long service awards and performance-related bonuses and all employees receive a Christmas voucher.

Similar to the reason for our mean gender pay gap, our mean bonus pay gap is influenced by our performance-related bonuses which are paid within both our operational teams and support functions.

The majority of employees in roles which are eligible to receive a performance-related bonus are men and as such account for the mean bonus pay gap.

As all employees receive a Christmas voucher in December each year, the median bonus paid is the same for men and women and so our median bonus gap is zero.

54.42%

Mean bonus pay gap

0%

Median bonus pay gap

Closing our Gender Pay Gap

Although our gender pay gap is reflective of the industry in which we operate, we're committed to taking steps to narrow the gap in the average pay and bonuses earned by our male and female employees by:



Increasing female representation in our more senior roles

By focussing on our recruitment and attraction strategies and reviewing our leadership and development processes to encourage meaningful career development discussions.



Reviewing bonus policies

To ensure they are fair and equitable.



Widening career pathways for women

By encouraging more female applications for our operational apprenticeship programmes and setting targets to measure our success.

Statement

As required by law and to the best of our knowledge and belief, we confirm that the information provided is accurate and follows statutory guidelines.

Peter Schoeneberg

Managing Director
Enerveo