

Enerveo Limited Gender Pay Gap Report 2022

About Enerveo

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

Enerveo offers a broad range of electrical contracting services including high voltage (HV), low voltage (LV), street lighting, renewables, electric vehicle (EV) charging installations, operation and maintenance and electrical installation condition reports (EICR).

As a market-leading electrical installation contractor, we have an important role to play in connecting, sustaining and renewing critical infrastructure in the UK.

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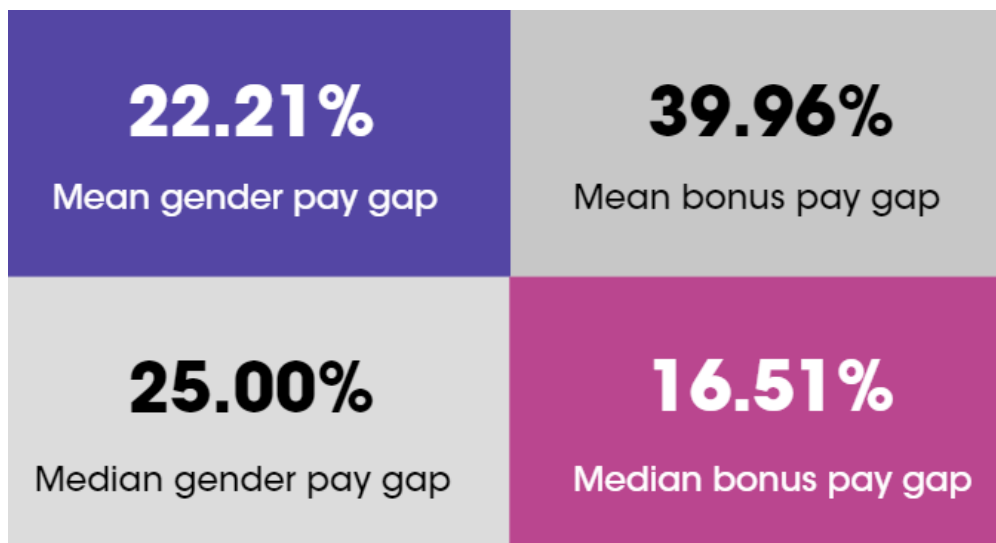
Gender Pay Gap legislation requires an employer with 250 or more UK employees to publish their gender pay gap represented in several different ways.

This report includes all required figures for Gender Pay Reporting under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

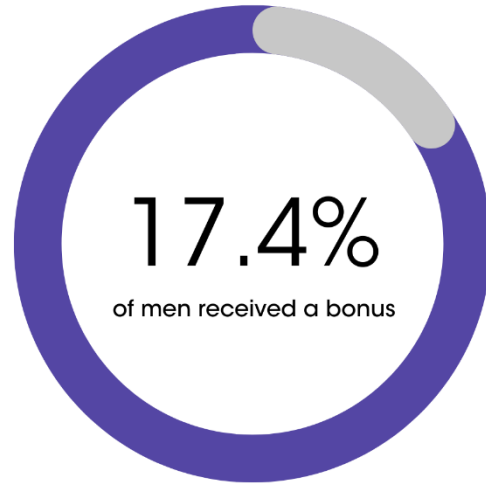
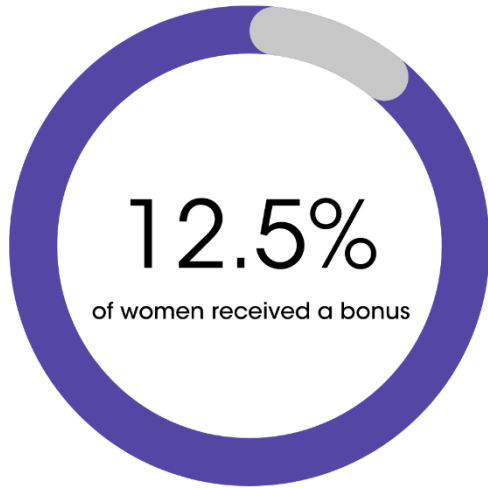
There are six key figures we are required to publish:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gap
- Median bonus gap
- Bonus proportions
- Quartile pay bands

The gender pay gap measures the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women.



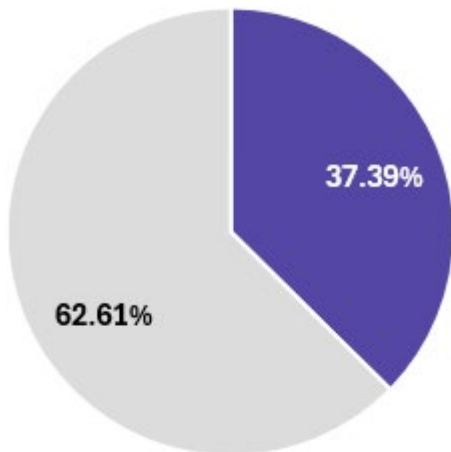
Proportion of men and women receiving a bonus



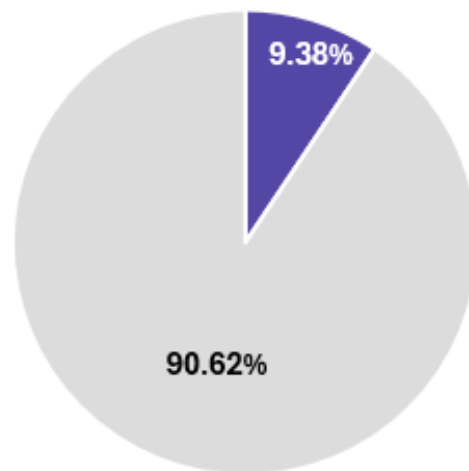
Pay Band Quartiles

■ Women ■ Men

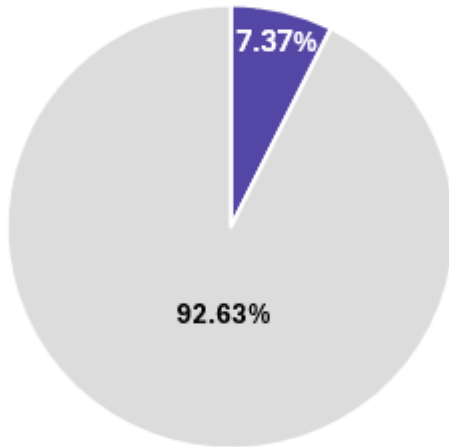
Lower quartile



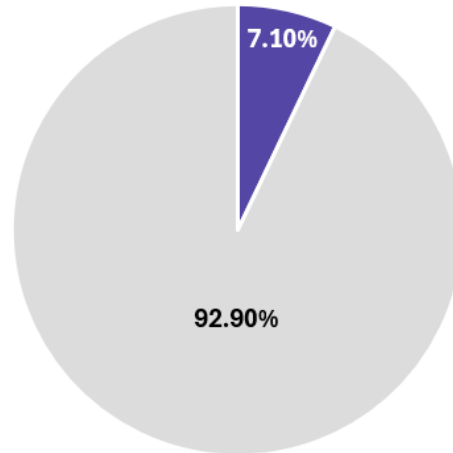
Lower middle quartile



Upper middle quartile



Upper quartile



Why are the pay gap figures the way they are?

As a mechanical and electrical engineering business, we traditionally tend to attract a predominantly male workforce across all levels of the business.

Women account for only around 10% of Enerveo employees, and this low number has a direct impact on our gender pay gap.

Most of the female population working for Enerveo are in the lower quartiles, meaning fewer women occupy more senior and subsequently higher-paid roles.

Our bonus gap can be attributed to more men than women in the upper quartile in more senior roles (where bonuses are part of the remuneration package).

As an employer, we are committed to and focused on improving equality, diversity, and inclusion and working towards more equal representation of men and women at all levels.

It has been identified by the government that one of the biggest drivers of the gender pay gap is the amount of time that many women spend out of the labour market or working part-time.

To combat this, we have a number of options available to current and future employees.

We offer enhanced parental leave and a gradual return to work from maternity leave, giving women the option to work 80% of their hours for 100% of their pay for up to 12 weeks following their return to ease the transition back into the workplace.

We also facilitate several flexible working patterns to encourage females with caring duties to remain in or return to work and are continuously reviewing our family-friendly policies to help close the gender pay gap.

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

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