

Enerveo Limited Gender Pay Gap Report 2023

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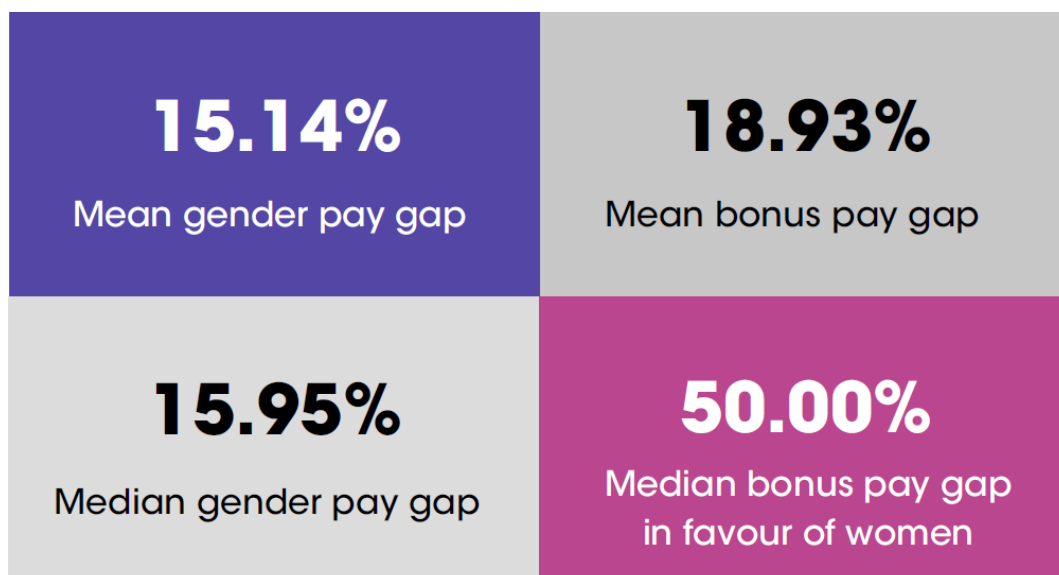
Gender Pay Gap legislation requires an employer with 250 or more UK employees to publish their gender pay gap represented in several different ways.

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.



- 2022 mean pay gap (22.21%) and median pay gap (25.00%)
- 2022 mean bonus pay gap (39.96%) and median bonus pay gap (16.51%)

Proportion of men and women receiving a bonus

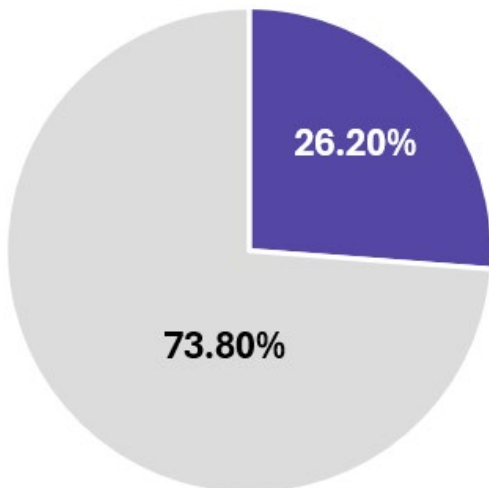


- In 2022 12.5% of women received a bonus vs. 17.4% of men

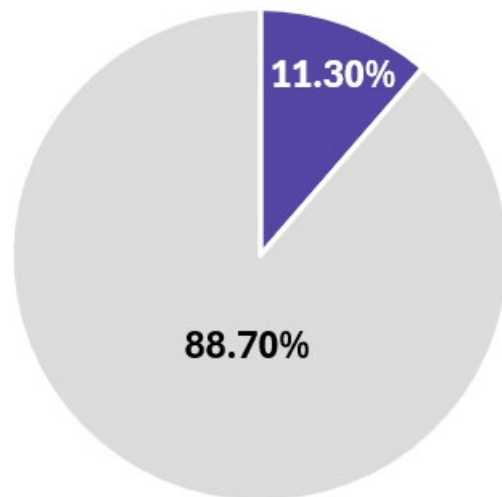
Pay Band Quartiles

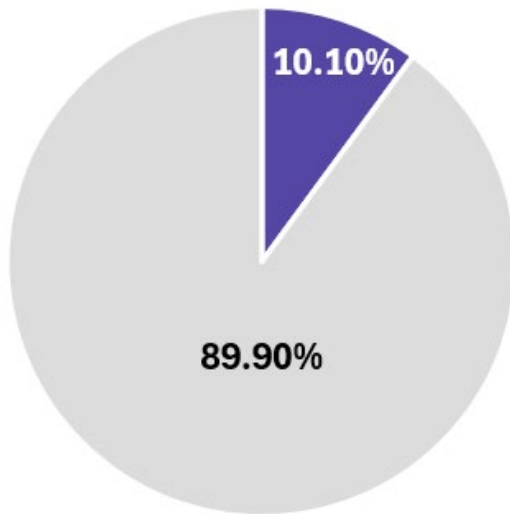
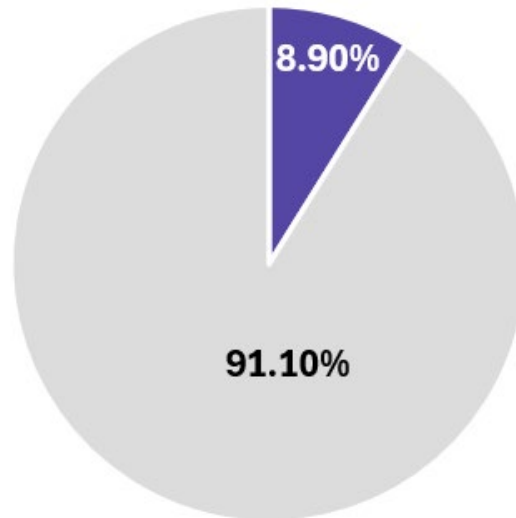
■ Women ■ Men

Lower quartile



Lower middle quartile



Upper middle quartile**Upper quartile**

2022 figures:

- Lower quartile – men (62.61%), women (37.39%)
- Lower middle quartile – men (90.62%), women (9.38%)
- Upper middle quartile – men (92.63%), women (7.37%)
- Upper quartile – men (92.90%), women (7.10%)

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.

There are fewer women in more senior and subsequently higher-paid roles in Enerveo with most of the female population within the lower quartiles.

In 2023 Enerveo did not meet the annual targets as a Company and so the annual bonus scheme did not reach the threshold for payments. There were a small number of ad hoc and discretionary bonuses paid and, in fact, the median bonus payment for men was lower than the median bonus payment for women and so the positive median bonus gap for women is only relative to the situation in this particular year.

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 continue to 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.

It is our aim as a business to continue to identify initiatives to attract women to more senior roles within Enerveo so that we have a more diverse workforce. As a business, we have been through a number of acquisitions and restructures in recent years which has led to our focus being on stabilising the business and maintaining our current workforce.

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