

ENERVEO

ENERVEO GENDER  
PAY GAP REPORT  
2025



## About Enerveo

Enerveo is one of the largest electrical contracting businesses in the UK, offering a wide variety of services ranging from street lighting and EV installations to test and inspection services.

We deliver everything within the highways electrical sector, from straightforward solutions to highly complex energy infrastructure projects through an end-to-end approach, using innovation and collaboration to better our industry.

## Gender Pay Gap Report 2025

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 has been calculated using the UK government's methodology and using a snapshot date of 5th April 2025.

Our report is based on data from 888 employees who received pay and bonuses for the relevant reporting period.



*Headcount April 2025*

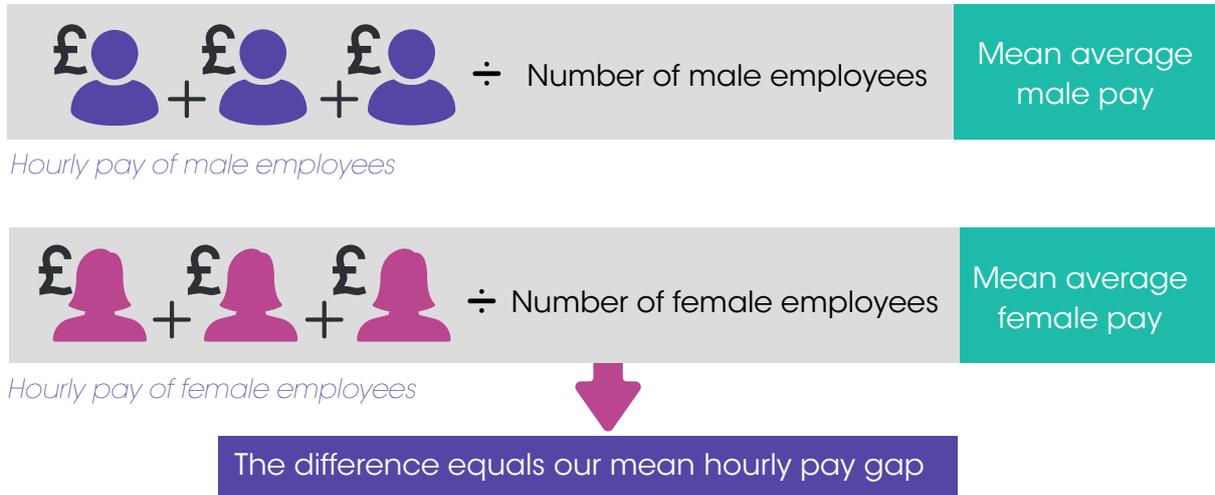
## Measuring the Pay Gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across all employees at Enerveo.

The measure does not take into account the specific roles they hold and is different to '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.

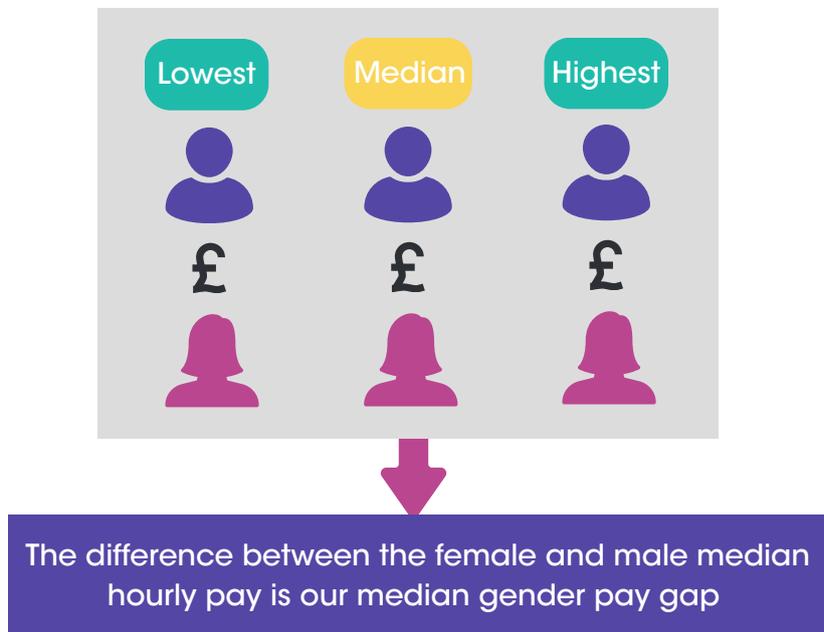
## Mean Gender Pay Gap

How we calculate the mean gender pay gap:



## Median Gender Pay Gap

How we calculate the median gender pay gap:



**20.03%**

Mean gender pay gap

**22.78%**

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	64.5%	35.5%
Lower Middle Quartile	81.0%	19.0%
Upper Middle Quartile	90.5%	9.5%
Upper Quartile	90.5%	9.5%

## Understanding our Gender Pay Gap

77% of our employees work in operational roles, whilst the remainder work in administrative roles and our support functions.

Men account for 96% of roles in our operational teams, which are highly technical and command higher salaries. Additionally, 85% of our managerial roles are held by men. This is the primary reason for the gap in pay between men and women, and this is reflective of our industry as a whole rather than being unique to Enevero.

Over the last few years, we have seen our gender pay gap narrow through the appointment of women in some of our more senior non-operational roles.

## Bonus Pay Gap

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

When calculating the bonus pay gap for 2025, we have looked at all bonuses paid in the 12 months prior to the snapshot date of 5th April 2025.

**97.8%**

of men received a bonus

**96.8%**

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 in 2024, all employees received a Christmas voucher.

Similar to the reason for our mean gender pay gap and our reports in previous years, our mean bonus pay gap has been 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 received a Christmas voucher in December 2024, the median bonus paid is the same for men and women, and so our median bonus gap is zero.

**70.13%**

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 continuing to focus 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.



### Having robust governance

Having robust governance in place in relation to pay and bonus decisions to ensure they are fair, equitable and free from bias.



### Widening career pathways for women

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

These will need a period of time to take effect. We will be monitoring progress on a regular basis and reporting on this in future gender pay gap statements.

## 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