



GENDER PAY GAP

REPORT 2024



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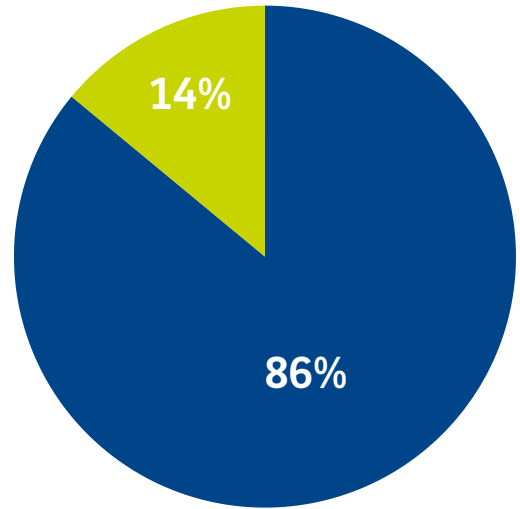
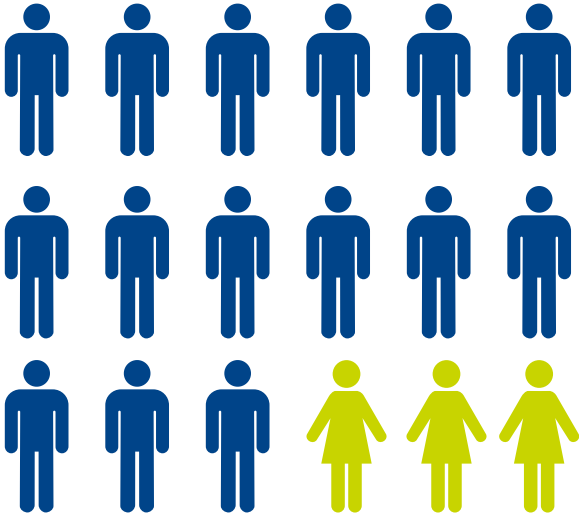
At Actemium UK Ltd, we are committed to fostering an inclusive and equitable workplace where every employee, regardless of gender, has the opportunity to thrive and succeed. As an electrical and mechanical company, we understand the immense value that diversity brings to innovation and progress as well as the unique perspectives that each individual brings to the team.

The industry has historically been male-dominated, presenting unique challenges in achieving gender parity. However, we believe that by addressing these challenges head-on, we can pave the way for a balanced and dynamic future. This report aims to transparently address the gender pay gap within our company, showcasing our current status, the proactive steps we have taken to promote pay equity, and our ongoing efforts to ensure fair compensation for all employees.

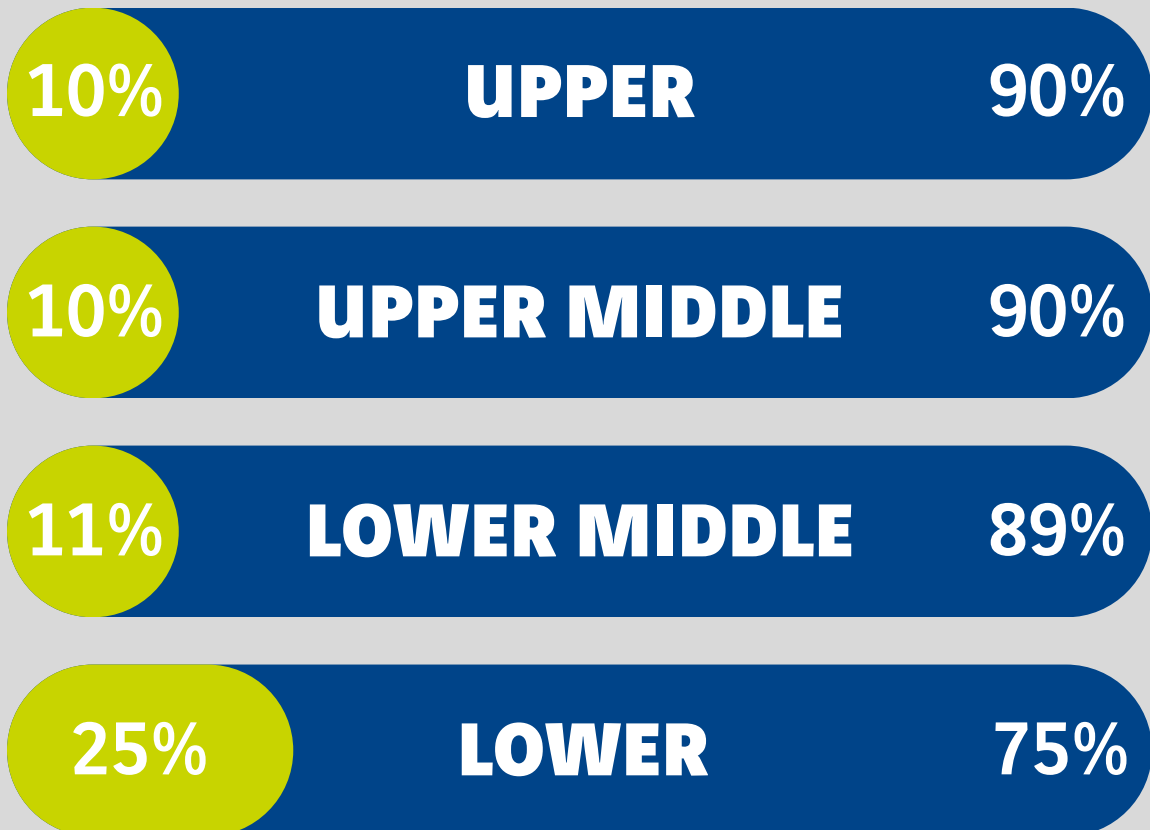
By examining our practices and identifying areas for improvement, we strive to create a workplace that not only reflects our culture of equality and respect but also sets a standard for the industry. Together, we can build a more inclusive environment where every voice is heard and every contribution is valued.

OUR GENDER GAP RESULTS

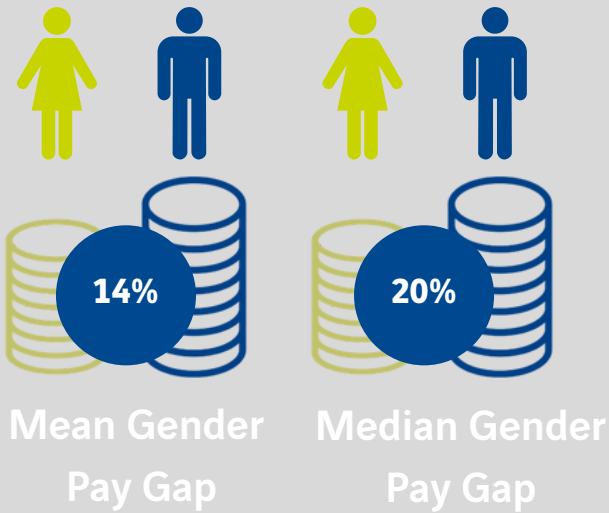
Gender Split



Gender proportions across pay quartiles



OUR GENDER GAP RESULTS



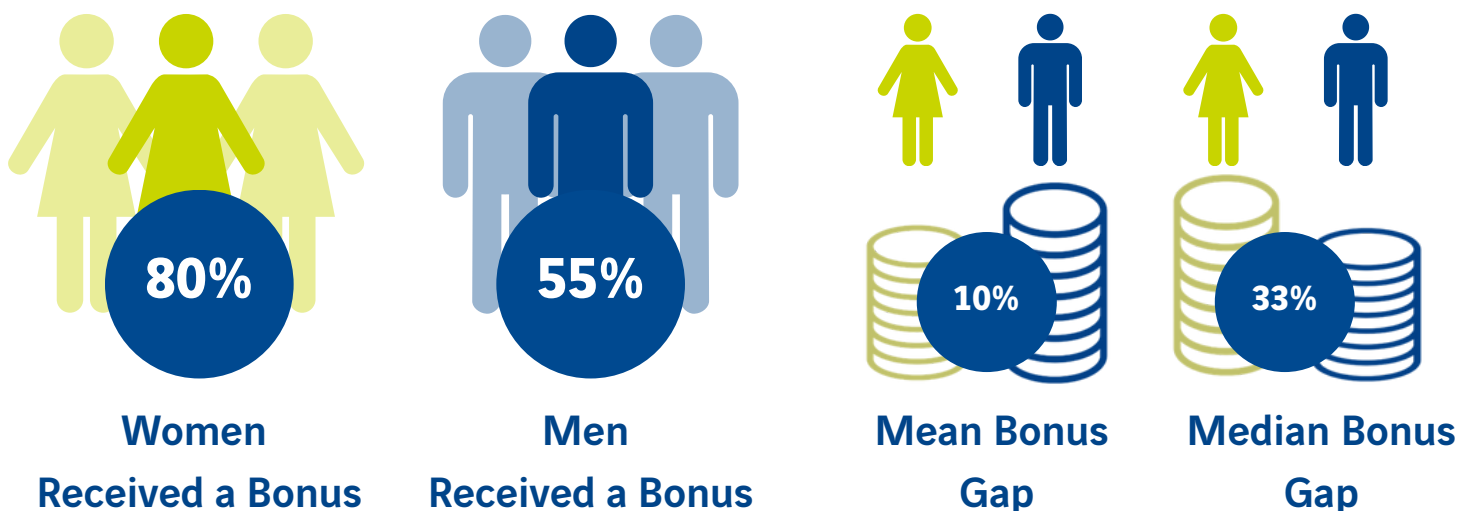
On average women earn 86p for every £1 earned by male employees.

Our median gender pay gap shows that women's median hourly pay was 20% less than male employees per hour, this reflects the fact that the highest % of females reside within roles in the Lower Quartile where salaries are lower.

Bonuses

Although 80% of all female employees received bonus payment, the overall % of male employees is equivalent to 86% of all staff. Therefore, the overall mean and median gap are reflective of this.

The difference between the mean and median figures suggest that while women, on average, receive lower bonus payments, there is a significant number of women receiving higher bonuses compared to men when looking at the middle of the distribution.



CLOSING THE GAP

At Actemium UK Ltd, we are committed to closing the gender pay gap and making our company a great place to work. To achieve this, we are implementing initiatives that focus on nurturing talent, supporting family-friendly policies, and attracting talent regardless of their background or gender. Our goal is to create an inclusive environment in an industry that has historically been male-dominated.

Talent Programmes: We believe that investing in the next generation of professionals is key to achieving gender parity. Our graduate and apprenticeship programmes are designed to attract and develop new talent, providing equal opportunities, regardless of gender, to excel in their careers. By offering comprehensive training, mentorship, and career development support, we aim to build a diverse and skilled workforce that reflects our commitment to equality.

With the relaunch of our Graduate programme and 20% increase in our apprenticeship intake in September 2023, we are already seeing an increase of 2% in our female employees across the company. In addition, 15% of our employees are a part of our talent programmes.

Family-Friendly Policies: Recognising the importance of work-life balance, we are enhancing our family-friendly policies to support employees at all stages of their lives. This includes offering flexible working arrangements, enhanced maternity and paternity pay and leave and parental leave. By creating an environment where employees can balance their professional and personal responsibilities, we aim to provide everyone the opportunity to succeed and contribute to our collective success.

Through these initiatives, we are dedicated to closing the gender pay gap in the future and creating a workplace where every individual is valued and empowered.

Andrew Hunter
Perimeter Director
Actemium UK

