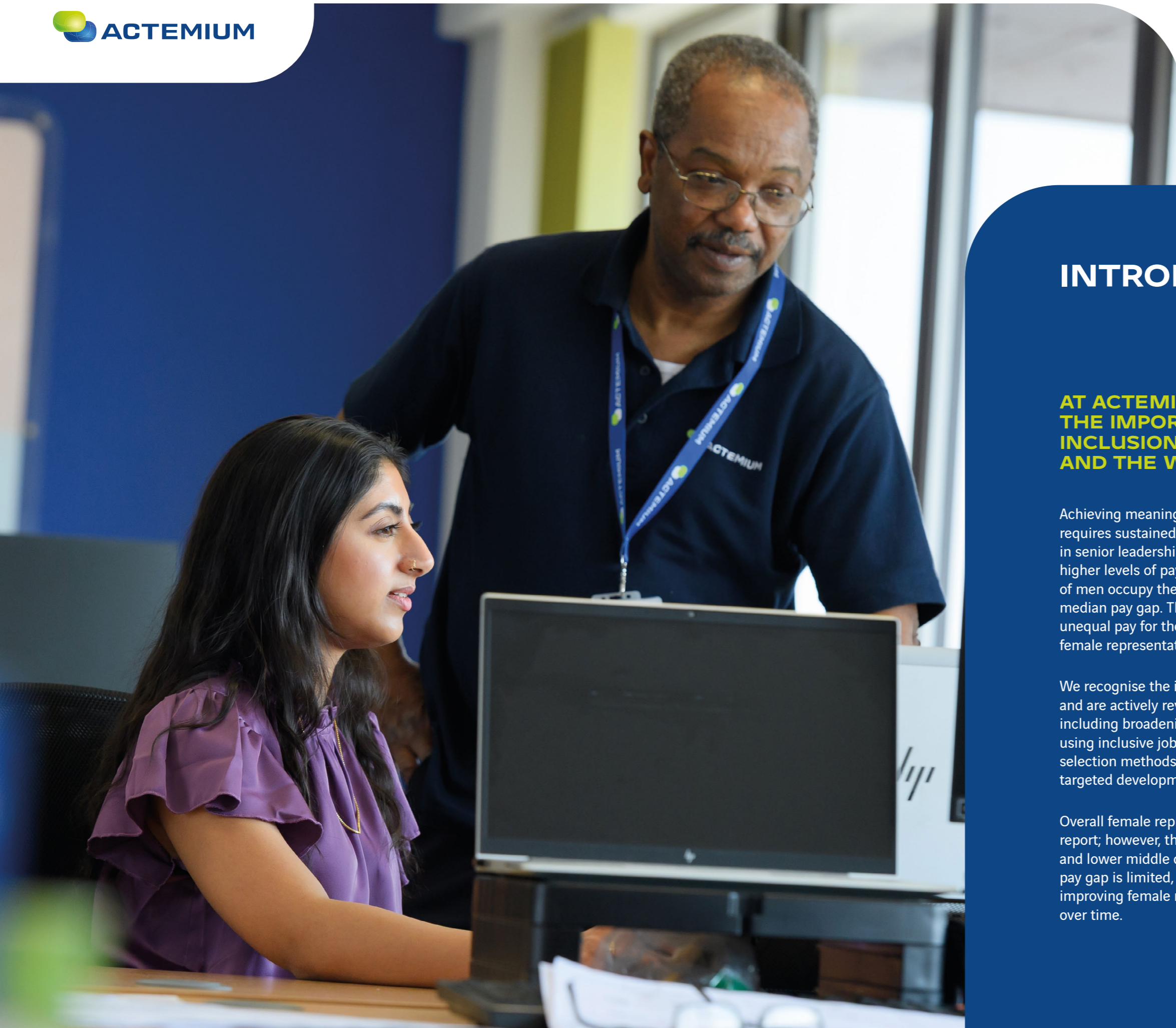




**2025**

# **GENDER PAY GAP REPORT**

Actemium UK Limited



## INTRODUCTION

**AT ACTEMIUM UK LTD WE RECOGNISE THE IMPORTANCE OF DIVERSITY AND INCLUSION WITHIN OUR BUSINESS AND THE WIDER INDUSTRY.**

Achieving meaningful change is our long-term commitment that requires sustained focus and action. Women remain under-represented in senior leadership and technical positions, which typically attract higher levels of pay within our industry. As a result, a higher proportion of men occupy these higher-paid roles, which impacts the overall median pay gap. This gap reflects workforce composition rather than unequal pay for the same work, and we remain committed to improving female representation in senior and technical roles over time.

We recognise the importance of diversity within recruitment pipeline and are actively reviewing our processes to improve gender diversity, including broadening sourcing strategies, ensuring diverse shortlists, using inclusive job design, implementing structured and unbiased selection methods, and strengthening our internal pipeline through targeted development and progression opportunities.

Overall female representation has increased by 1% since our 2024 report; however, this growth has primarily occurred within the lower and lower middle quartiles, meaning the impact on the current gender pay gap is limited, but it demonstrates our continued commitment to improving female representation and progressively closing the gap over time.

## UNDERSTANDING THE DIFFERENCE BETWEEN GENDER PAY AND EQUAL PAY

**IT IS IMPORTANT TO DISTINGUISH BETWEEN EQUAL PAY AND THE GENDER PAY GAP, AS THEY MEASURE TWO DIFFERENT ASPECTS OF PAY EQUALITY.**

Equal pay refers to the legal requirement that men and women performing the same or similar roles, or work of equal value, receive the same pay. Our organisation is committed to upholding this principle and ensures that pay decisions are based on role responsibilities, experience, performance, and market benchmarks, regardless of gender.

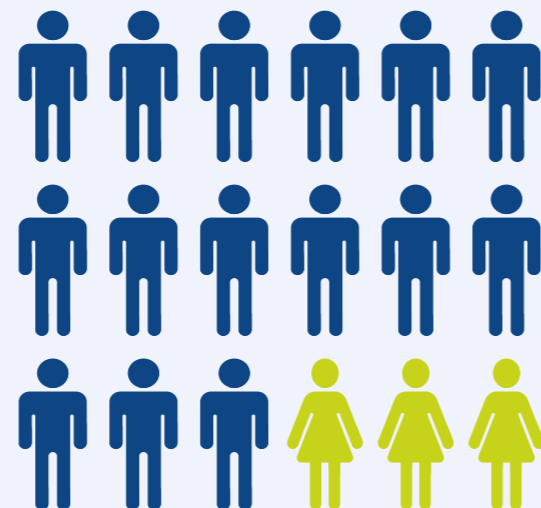
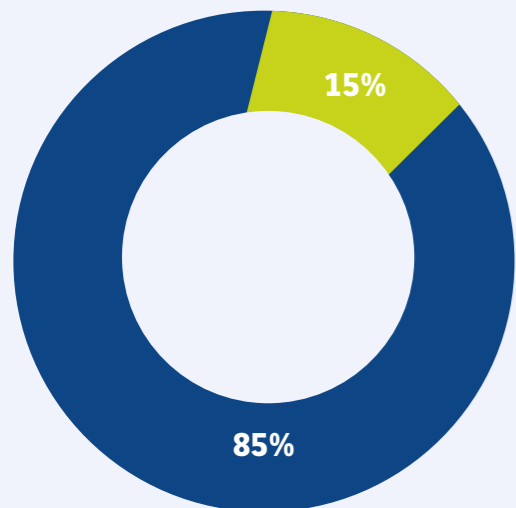
The gender pay gap, however, measures the difference in the average earnings of men and women across the entire organisation, regardless of role or seniority. It reflects the distribution of men and women across different levels and types of roles within the business, rather than differences in pay for the same work. Our current gender pay gap is largely influenced by the distribution

of roles within the organisation. A higher proportion of female employees are currently represented in the lower pay quartiles, while a greater proportion of male employees occupy roles in the upper pay quartiles. These roles typically involve higher levels of seniority, technical expertise, or longer tenure within the organisation, which are associated with higher pay levels.

We recognise that improving gender representation across all levels of the organisation, particularly in higher-paying and senior roles, is key to reducing the gender pay gap over time. We remain committed to developing and supporting female talent, creating opportunities for progression, and building a more balanced workforce across all levels of the organisation.

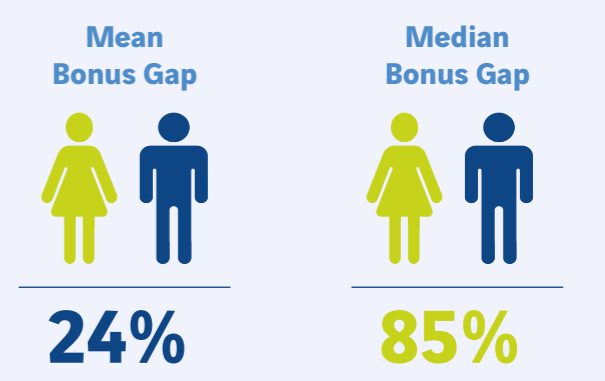
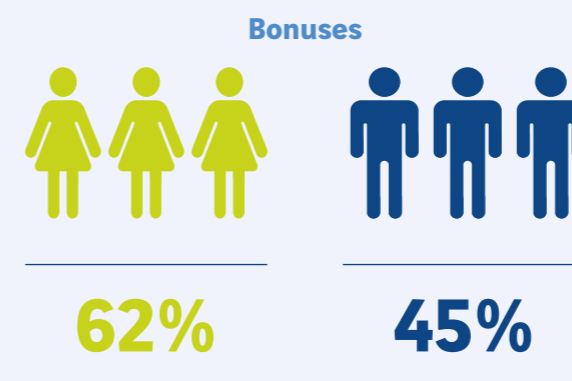
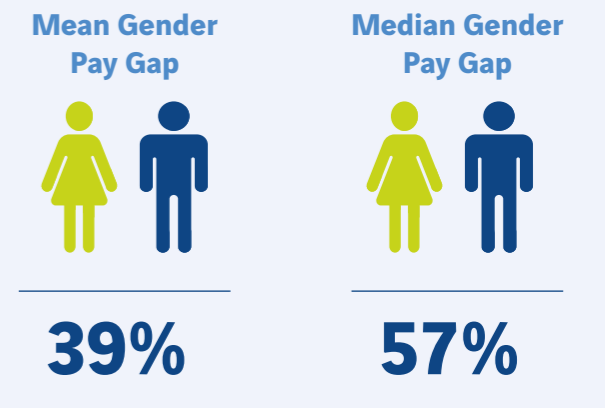


# THE BREAKDOWN



Our median gap represents the difference between the middle-ranking male and middle-ranking female based on overall pay distribution. It does not compare like for like roles and therefore does not reflect differences in pay for individuals performing the same job.

Our mean gender pay gap shows the percentage difference in hourly pay for males and females. This reflects the fact that the highest percentage of females reside within roles in the lower quartiles where salaries are lower.



62% of all female employees received a bonus payment. 45% of male employees received a bonus payment.

The figures show that while women, on average, receive lower bonus payments (mean result) there is a significant number of women receiving higher bonuses compared to men when looking at the median result.



## UNDERSTANDING OUR GENDER PAY GAP

**TO FULLY UNDERSTAND OUR GENDER PAY GAP, IT IS IMPORTANT TO LOOK BEYOND THE HEADLINE FIGURES AND CONSIDER THE STRUCTURAL FACTORS THAT INFLUENCE THEM.**

Our gap is primarily driven by the under-representation of women in senior and technical roles across both our organisation and the wider industry.

The sector in which we operate has historically seen lower levels of female participation, particularly in technical, operational, and leadership positions. These roles typically command higher levels of pay due to the skills, experience, and responsibilities required. As a result, a higher proportion of men are currently represented in the upper pay quartiles, while a greater proportion of women are represented in entry-level and support roles, which sit within the lower pay quartiles.

This imbalance in representation has a direct impact on our overall gender pay gap. It is important to emphasise that this is not a result of unequal pay for equal work but rather reflects the distribution of roles and career progression across the organisation.

We are committed to addressing this imbalance over time by increasing the representation of women at all levels, with a particular focus on senior and technical roles. Through recruitment, development programmes, and progression opportunities, we aim to build a stronger pipeline of female talent and create a more balanced workforce for the future.

While progress will take time, these actions are essential to achieving sustainable change and reducing our gender pay gap in the long term.



## CLOSING THE GAP

**AT ACTEMIUM UK LTD WE REMAIN COMMITTED TO REDUCING OUR GENDER PAY GAP AND MAKING OUR COMPANY A GREAT PLACE TO WORK.**

While this year our gender pay gap has widened, we recognise this reflects ongoing structural challenges within both our organisation and the wider industry, particularly the under-representation of women in senior and technical roles. We continue to focus on long-term, sustainable actions to build a more inclusive environment in what has historically been a male-dominated sector.

### Attracting Female Talent

We are committed to actively attracting, supporting, and retaining female talent within our traditionally male-dominated industry. We recognise that improving gender diversity is essential to addressing the gender pay gap and building a more inclusive, innovative, and high-performing workforce.

To achieve this, we are taking steps to ensure our recruitment processes are inclusive and appealing to women, including reviewing job descriptions for biased language, broadening candidate sourcing channels, and promoting flexible working opportunities. We are also investing in early career pathways including apprenticeships, graduates and working with local communities to educate women and girls who may wish to explore a career in our industry.

### Family-Friendly Policies

Recognising the importance of work-life balance, we continue to enhance our family-friendly policies to support employees at all stages of their lives. This includes flexible working arrangements, enhanced maternity and paternity pay and leave, and shared parental leave. By creating an environment where employees can balance their professional and personal responsibilities, we aim to ensure everyone has the opportunity to succeed and contribute to our collective success.

Through these initiatives, we remain focused on addressing the underlying causes of our gender pay gap. While progress may fluctuate year to year, we are committed to creating a more balanced workforce over time, where all individuals are valued, supported, and empowered to reach their full potential.



### Talent Programmes

We believe that investing in the development and progression of our people is key to achieving greater gender balance. While we are no longer offering a graduate programme, we have continued to strengthen and expand our broader range of talent and development initiatives. These programmes are designed to support employees at all stages of their careers, with a focus on progression, upskilling, and creating clear pathways into more senior and technical roles.

Through targeted development opportunities, mentoring, and structured career pathways, we are working to build a strong and diverse internal talent pipeline. Our continued investment in apprenticeship and early career pathways, alongside wider development programmes, ensures we are attracting new talent while also supporting the progression of our existing workforce.

### Ongoing Commitment

Actemium UK Ltd are committed to making sustained and measurable progress in closing our gender pay gap. We recognise that this is a long-term priority that requires continuous action, transparency, and accountability at all levels of the organisation. As part of this commitment, we are proud to support our parent company, VINCI Energies' ambition to achieve 30% female representation in management roles by 2030.

We are aligning our internal strategies with this goal by strengthening our talent pipeline, investing in leadership development for women, and creating clear pathways for progression into management positions. Our commitment extends beyond compliance; we are focused on embedding equity into our culture by setting clear objectives, tracking progress over time, and holding leadership accountable for delivering meaningful change. Through these ongoing efforts, we aim to create a more balanced and inclusive workplace where everyone has equal opportunity to succeed.

I confirm that the gender pay gap data published for Actemium UK Ltd is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



**ANDREW HUNTER**, Perimeter Director

1st April 2026

### **NEED FURTHER INFORMATION?**

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