



Gender Pay Gap Report for Utilitec Services Limited

This is our annual gender pay gap report for the snapshot date of 5 April 2025.

- Our mean gender pay gap is 8.40%.
- Our median gender pay gap is 1.70%.
- Our mean gender bonus gap is 70.90%.
- Our median gender bonus gap is 0.00%.
- The proportion of male employees receiving a bonus is 20.30% and the proportion of female employees receiving a bonus is 16.70%

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	82.20%	17.80%	All employees whose standard hourly rate is within the lower quartile
B	81.10%	18.90%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	82.20%	17.80%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	83.10%	16.90%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the October 2025 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 12.80%. At 8.40%, our mean gender pay gap is lower than the whole economy.

The median gender pay gap for the whole economy (according to the October 2025 ONS ASHE figures) is 6.90%, At 1.70%, our median gender pay gap is lower than the whole economy.

Table 2: Comparison

	Our organisation	2024 ONS ASHE whole economy
Mean gender pay gap	8.40%	12.80%
Median gender pay gap	1.70%	6.90%

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UTILITEC

I, Chris Briggs, Group Management Accountant, confirm that the information in this statement is accurate.

Signed:

Date 03/04/2026

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