

OUR GENDER PAY GAP



MARCH 2019

(Reported March 2020)

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Legislative Requirements

All UK Companies with 250 or more employees are required to publish gender pay information using hourly rates of pay as at 31st March and bonus payment received in the 12 months leading up to the 31st March:

- *Mean and median gender pay gap*
- *Mean and median gender bonus gap*
- *Proportion of males and females receiving a bonus*
- *Proportion of males and females by quartile pay band*

About Vertas Group Limited

Vertas is one of the fastest growing multi-service facilities management companies in the UK.

People are the heart of our business delivering great service every day. We are committed to ensuring that our colleagues have the best opportunities to develop and succeed and are part of an organisation that promotes a fair and inclusive work place.

We employ approximately 3,000 employees across our Group and we offer flexible job roles, including term time, part time and relief job roles for those who prefer zero hours. Vertas Group Limited directly delivers a wide range of facilities services and has acquired a number of local business and local supply partners to give greater strength and depth to our service portfolio. We have also established a joint Venture company within Vertas Group.

We are pleased to report a positive progress on our Gender Pay Gap, but we are not complacent and will continue to focus on initiatives that can make a difference.

WHAT IS OUR PAY GAP AT VERTAS GROUP LIMITED?



Vertas Group has a median pay gender gap of 1.8%*, this is a reduction of 1.3% from March 2018.



This is significantly better than the UK's median gender pay gap of 17.3%**

Our mean gender pay gap is 10.3% which is a reduction of 5.1% from March 2018. Our gender pay gap reflects the average paid to men and women across our business. It is not a comparison of pay rates for men and women doing work of equal value.



Women make up the majority of our workforce and a significant proportion of our senior management and leadership positions, including Director level.

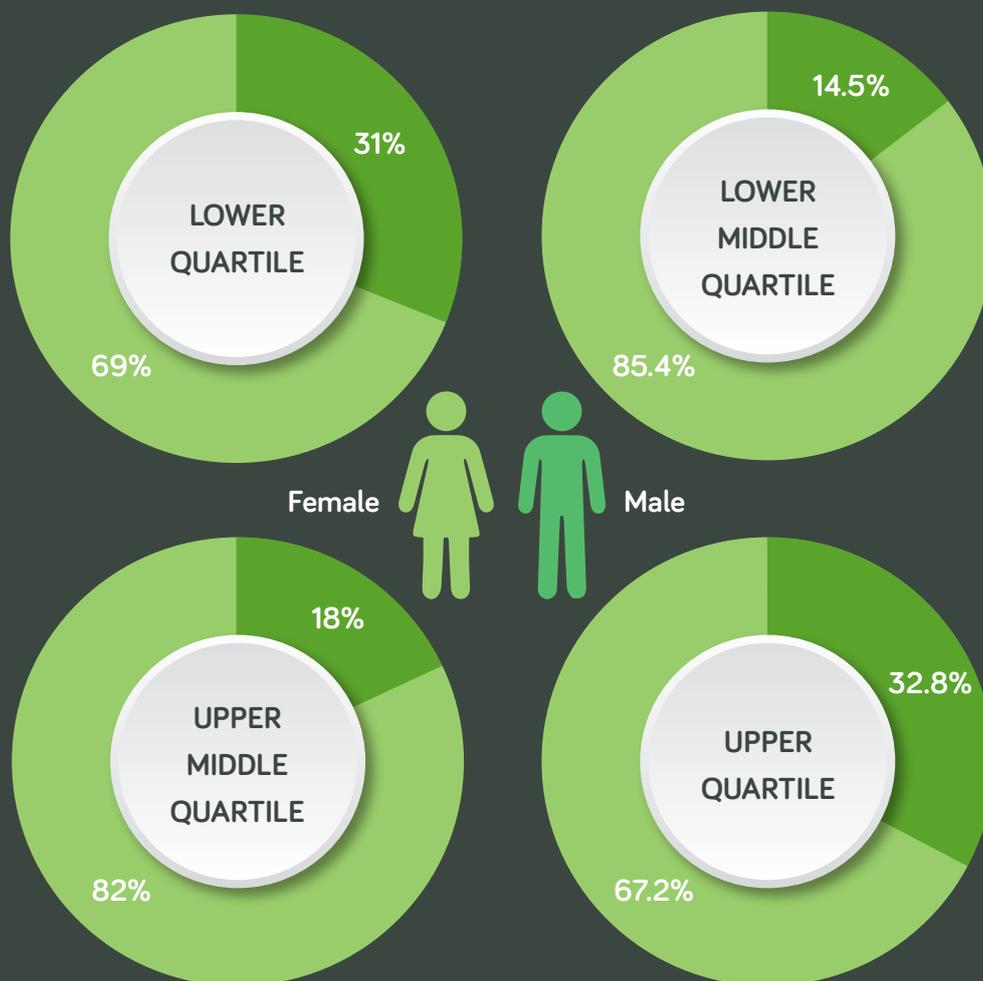
As a multi-services facilities management provider approximately **70%** of our business is based within the Education sector. The job roles that fulfil these educational sector contracts are typically term time and school hours. These job roles are predominately carried out by women to support their work life balance requirements.



*The median figure is the middle point of a number set, in which half of the numbers are above and half are below.

**ONS Gender Pay Gap in the UK: 2019

Analysing the quartile banding the gender pay gap at Vertas is driven by the unequal distribution of men and women in the lower middle quartile. In the last 3 years we have increased the number of male employees by 10% in both the lower quartile and lower middle quartile job roles. We continue to support attraction of more males to these job roles.



Women form the majority of our workforce and we have a high proportion of women in Senior Leadership roles.



We have a 44.4% mean and 52.2% median bonus pay gap.

The proportion of males and females who received a bonus:



We do not operate a companywide bonus scheme so the relative number of employees who receive a bonus is low.

Whilst 78% of our Senior Leadership Team are female we have more male Directors which influences our bonus pay gap.

Company Summary:

We are very pleased to yet again report a reduction in both our mean and median gender pay gap. In the last 3 years our mean gap has reduced by 8.3% and our median by 4.3%.

We continue to offer flexible & term time only working patterns.

Vertas Group offer all employees other flexible benefits such as a colleagues Perks scheme, Discounted Dental and Optical insurance, Employee Assistance Programme and Occupational health services. This supports our colleagues with making their money go further and are more valuable benefits for their daily lives.

Our employee engagement score is 71%, taken from November 2019 Colleague Survey, demonstrating that we provide a positive, safe, and enjoyable working environment. Employee engagement is an important measure to us and one we are very proud of.

We have launched an in-house Mentoring Programme and an Emerging Leaders programme to support our colleagues with their leadership careers in our business.

We work closely with local Colleges and Universities to attract students and graduates into our role at all levels, whether this is their first job role after education or a role to provide financial support whilst studying.



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CEO
Vertas Group Limited