

OUR GENDER PAY GAP



MARCH 2021

(Reported March 2022)

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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 4,000 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 low Gender Pay Gap in what was a very challenging year with the impact that covid had on all our business areas.

WHAT IS OUR PAY GAP AT VERTAS GROUP LIMITED?

Vertas Group

1.98%*

Our Median score has had a slight increase due to the impact of the covid furlough scheme on average earnings.*

UK's median

15.4%**

This is significantly better than the UK's median gender pay gap of 15.4%**

Our Mean Gender Pay Gap remains low at 7.6%, which has remained static compared to March 2020. For the 5th consecutive year we are proud to report a lower than UK average Mean and Median Gender Pay Gap.



Women continue to make up the majority of our workforce and have high levels of representation across all four gender pay gap quartiles. Over the past 5 years our workforce has increased by 40% and we have seen a slightly higher number of men recruited which has supported a better gender balance across our job roles.

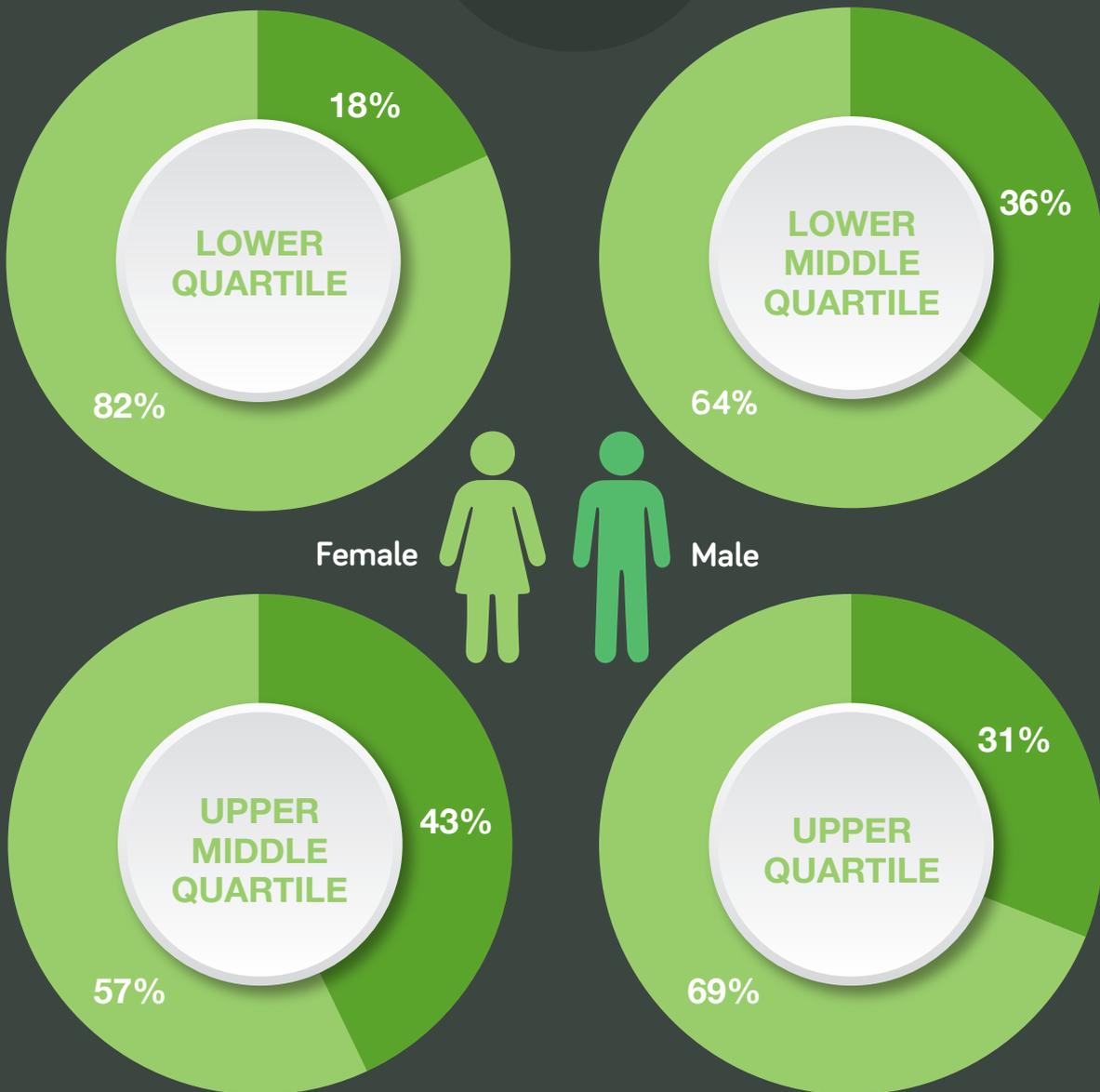
As a multi-services facilities management provider approximately **80%** of our business is based within the Education sector. The job roles that fulfil these educational sector contracts are typically term time and school hours. These job roles are predominately carried out by women to support their 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 October 2021 Annual Survey of Hours and Earnings (ASHE)

Analysing the gender pay gap quartile banding we can see the impact of the furlough scheme on our female and male representation. Our education-based term time roles were placed on furlough as a result of school closures during the pandemic. Predominately women carry out these term time and part time roles to support their childcare life balance. The furlough average earnings calculation has placed a higher number of females in the lower quartile and lower middle quartile banding than we have ever reported before.





We have a 30.5% median and 92.4% mean gender 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.

We do not operate a companywide bonus scheme, and bonus payments linked to new business commission were significantly reduced as a result of reduced sales opportunities during the pandemic. Whilst 62% of our Senior Leadership Team are female we have an all-male Board of Directors which influences our bonus pay gap.

Company Summary:

We are very pleased to report for the 5th consecutive year a lower than UK average Mean and Median Gender Pay Gap. Over the past 5 years we have seen a 11% reduction in our Mean gender pay gap and a 4.2% reduction in our Median gender pay gap.

The covid pandemic has had an impact on our Gender Pay Gap. We utilised the Furlough scheme for our term time and part time roles who worked in schools, these are roles which are predominately held by women. The furlough scheme average pay calculations applied to these roles has resulted in a slight increase in our median gender pay gap. We are proud to have protected our colleagues in these roles for the longer term.

During the pandemic we increased our employee support programme which extended to Virtual GP Appointments, online mental health support including 10 counselling sessions, individual bespoke fitness programmes, Diet and Nutritionist advice and support, second medical opinion and personal nurse service, professional financial and legal support and advice.

In our annual colleague survey, we achieved 75% employee engagement score.

We have rolled out our life long learning and leadership pathways programme which supports colleagues on their career development within our Group. We have utilised our highest level of apprenticeship level funding by encouraging those colleagues on furlough leave to spend time studying towards a qualification.

I am very proud of how we have supported our colleagues during such a turbulent and challenging year and as we continue to grow across the UK we are committed to championing a fair and equal culture.



Ian Surtees MBA FIoD
CEO
Vertas Group Limited