

OUR GENDER PAY GAP



MARCH 2022

(Reported March 2023)

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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

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 workplace.

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 are pleased to report a low Gender Pay Gap for the 5th consecutive year.

WHAT IS OUR PAY GAP AT VERTAS GROUP LIMITED?

Vertas Group limited

2.26%*

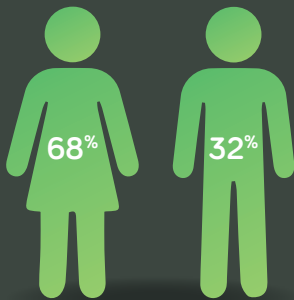
Vertas group limited has a low Median GPG meaning that the difference between our male and female colleague's pay rate is minimal.

UK's median

14.9%**

This is significantly better than the UK's median gender pay gap of 14.9%**

Our Mean Gender Pay Gap is 7.9%. This is the 5th year where we have had a low Mean GPG showing we are committed to maintaining a balance Gender Pay Gap across Vertas Group Limited.



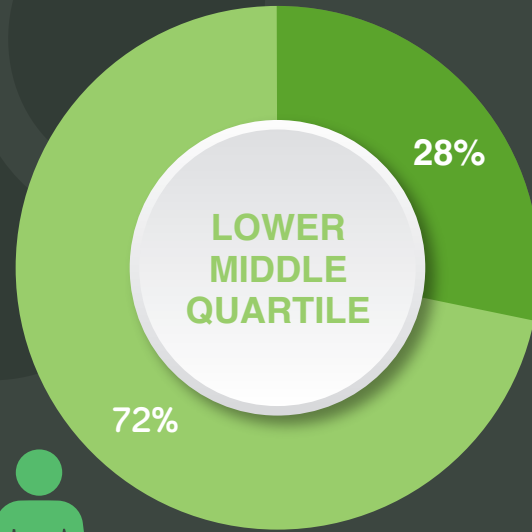
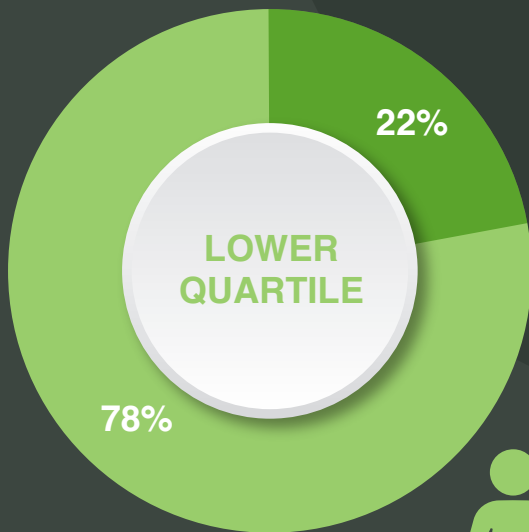
Women continue to make up the majority of our workforce and have high levels of representation across all four gender pay gap quartiles. Over the past 5 years our workforce has increased by 40% and we have seen a slightly higher number of men recruited which has reduced the difference in gender balance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

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.

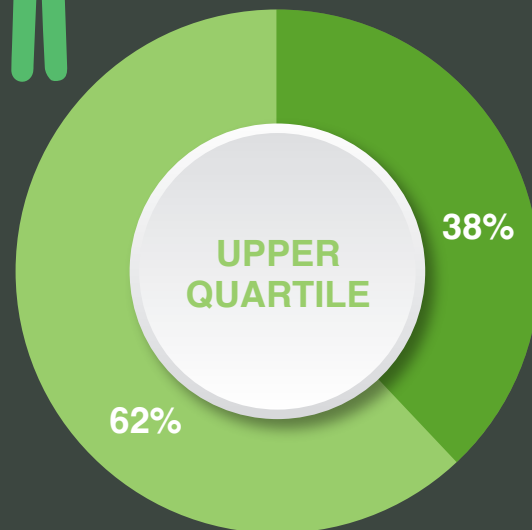
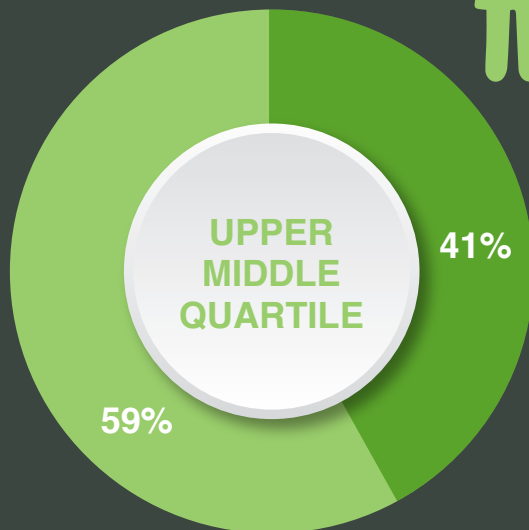
**ONS October 2022 Annual Survey of Hours of Earnings.



Female

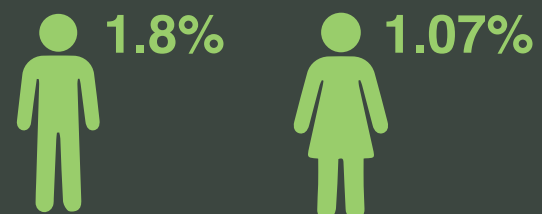


Male



We have a 17.5% median and 77.8% 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.

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

Company summary:

We are very pleased to report for the 5th year running we have maintained a low, below average, mean and median gender pay gap. In the last 5 years, we have seen a total Mean GPG reduction of 10.7% and a total Median GPG reduction of 3.9%

Our business continues to grow across the UK and the FM services that we offer our clients will typically attract a variety of working arrangements, including term time and flexible zero hours.

Vertas Group limited offer all employees other flexible benefits such as a Colleague Discount scheme with retailers, leisure providers, cinemas etc. We also offer a suite of health and wellbeing resources to actively encourage our colleagues to take time to care for themselves.

In our annual Colleague Survey we achieved an impressive 83% total colleague engagement score.

This shows our colleagues enjoy working for us, feel protected, safe and motivated in the workplace.

I am very proud of how we have supported our colleagues during the continued turbulent times and as we continue to grow as a business we are committed to championing a fair and equal culture.



Ian Surtees MBA FIoD
CEO

Vertas Group Limited