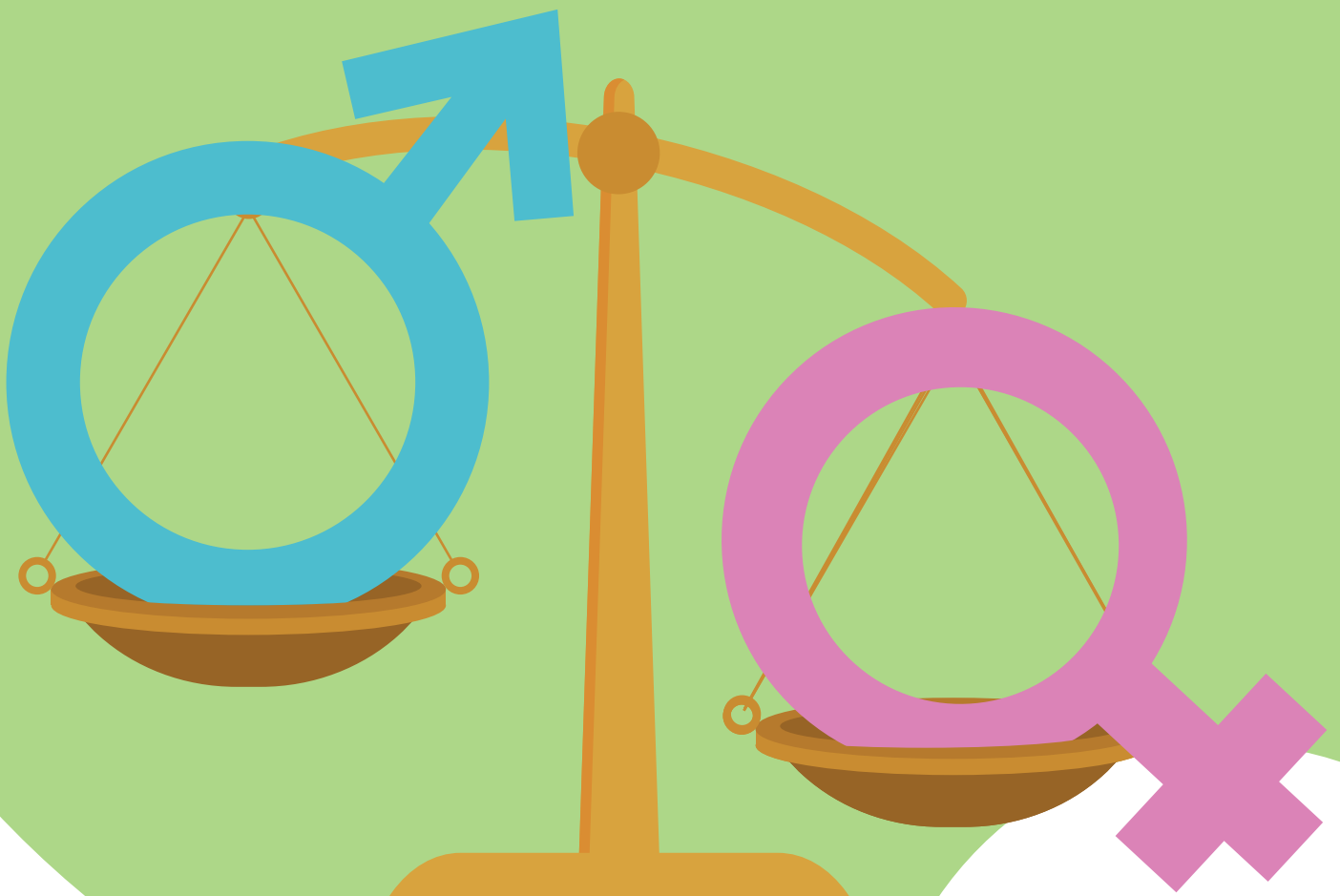


Our Gender Pay Gap



MARCH 2023
(Reported March 2024)

Our Gender Pay Gap



People are at the heart of our business delivering great service every day to make the difference to our colleagues, clients and stakeholders.

At Vertas Group, we are committed to ensuring that our colleagues have the best opportunities to develop and succeed while being part of an organisation that promotes fair and inclusive workforce.

We employ approximately 4,000 colleagues across our Group and offer flexible job roles, including term time, part time and relief job roles for those who prefer zero hours. Our ambition is to have a workforce that reflects the customers and communities we serve. Although our gender pay gap has increased this year, it is important to reiterate that we don't pay people differently based on their gender.

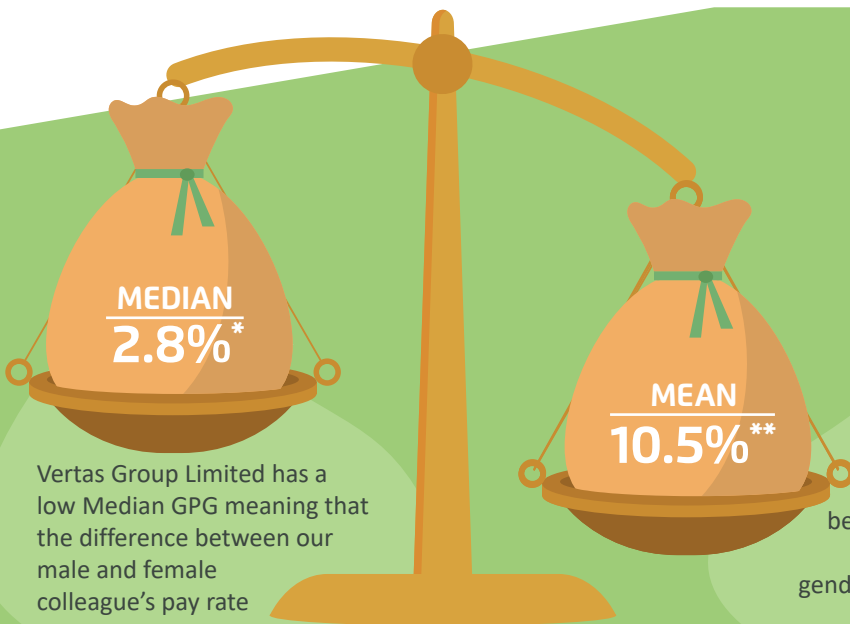
The Gender Pay Gap is due to us having a lower proportion of females in senior leadership roles and a higher proportion in our lower paid roles. 2023 has been a year where we have focused our attention on Equality, Diversity and Inclusion and supporting women into senior leadership roles which we are confident will have a big impact on our Gender Pay Gap moving forward. We understand that overcoming these barriers will take time, nonetheless I am confident we have the right plan in place to drive this forward.

Kate Innes
Group Chief People Officer





What is our pay gap at Vertas Group Limited?



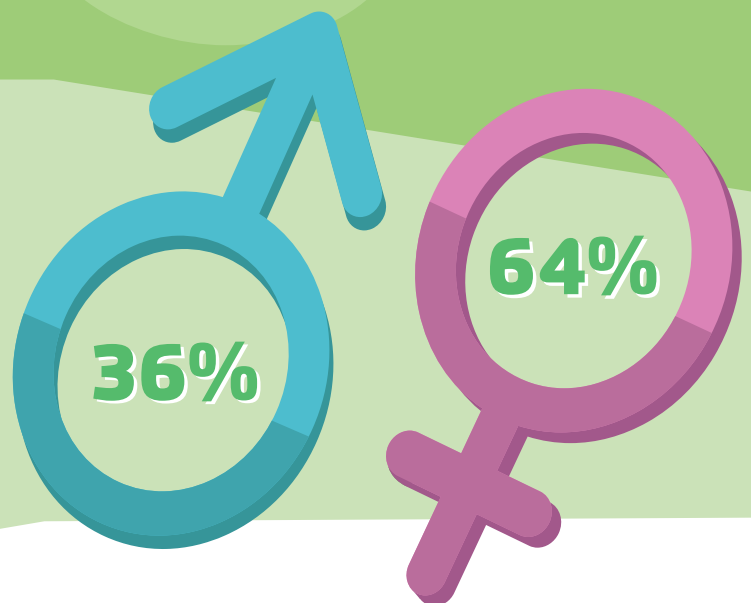
Vertas Group Limited has a low Median GPG meaning that the difference between our male and female colleague's pay rate is minimal.

This is significantly better than the UK's median gender pay gap of 14.3%**

This is the sixth year where we have had a low Mean GPG, showing we are committed to maintaining a balanced Gender Pay Gap across Vertas Group Limited. However, this score is also a reminder of how important it is to focus on reducing the differential.

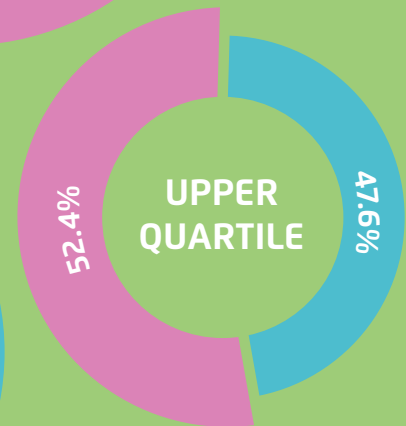
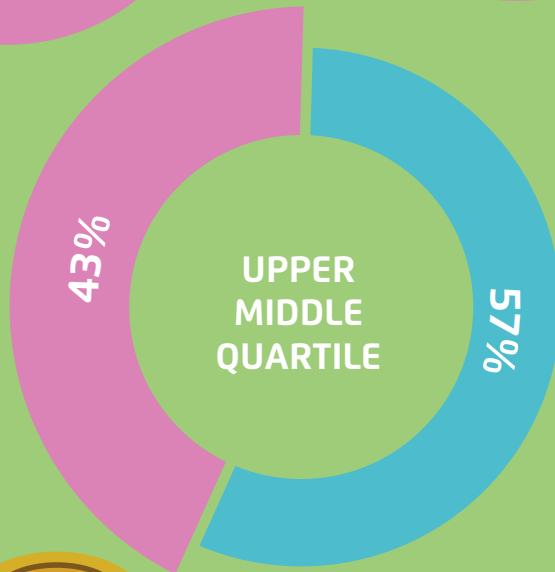
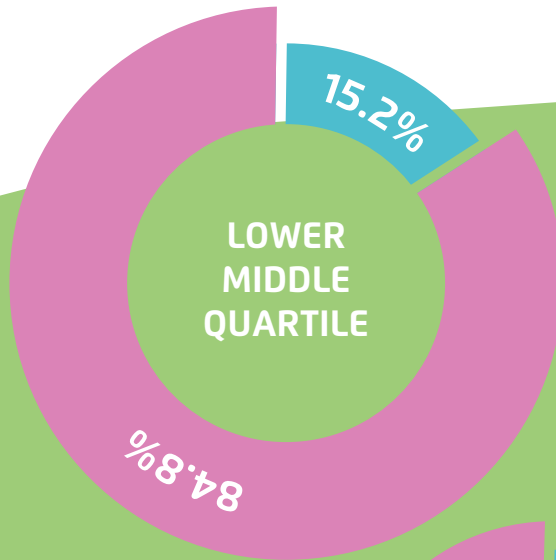
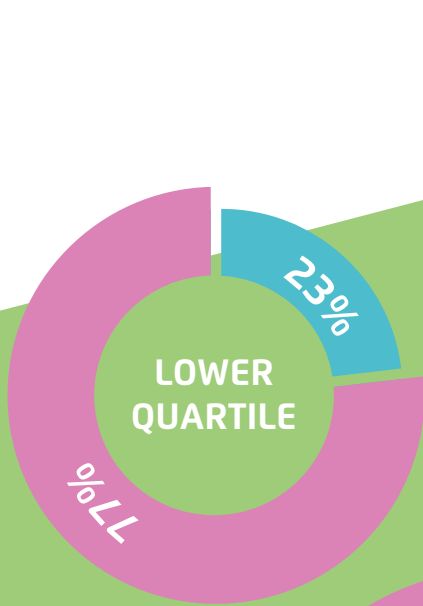
Women continue to make up the majority of our workforce and have high levels of representation across all four Gender Pay Gap quartiles.

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.

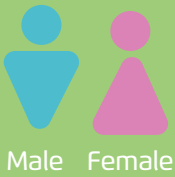


*The median figure is the middle point of a number set, in which half of the numbers are above and half are below.

** <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>



Key



The proportion of males and females who received a bonus:

0.98%

25.7%



We have a 25.75% median and 80.3% mean gender bonus pay gap.

80.3%

1.64%



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

The majority of our Board of Directors are male, which influences our bonus pay gap.



Our actions and commitments

The increase in the Gender Pay Gap is a valuable reminder that we have more work to do to decrease our Gender Pay Gap numbers. A key contributor to our existing Gender Pay Gap is the distribution of our workforce, where we have more females in our operational roles due to part time offering. However, we are very pleased to report that for the sixth year running, we have still managed to remain a lower-than-average Gender Pay Gap.

Our actions and commitments to tackle the Gender Pay Gap falls into three areas:

Our Recruitment

Recruitment is an undoubtedly vital part of improving gender representation within senior leadership roles. Inclusive recruitment remains at the forefront at every stage of our resourcing processes with guaranteed interviews available for underrepresented groups. We also have a commitment to move away from skill based recruitment and focus on behaviours, to support women, whom may have been off work for a period of time, return back to the workplace.



Our Development

We are passionate about our Development Framework that is inclusive to all senior members, and colleagues who inspire to be a great leader. Our Development Framework has embedded in the Group as an aspiration to be part of. The selection process of the programme is based on a gender-neutral performance rating, where we encourage and support women to take part to develop leadership skills and behaviours.



Our Community

We want all our colleagues to be at their best, whatever life brings. In our commitment to support women's health in the workplace, we have sought to improve the understanding of menopause in our workplace. We aim to create a positive working environment, support colleagues who are approaching this milestone in their health as well as reducing any risk of unconscious bias.

To support we have launched;

- A webinar with a senior leader in the Group, who has recently gone through perimenopause, she opened up and created a video which was shared on our community space;
- 5 days menopause leave for women to take who are undergoing treatment or side effects of the menopause;

- Training for managers to reduce the stigma of menopause. All these initiatives have been vital to support women in the workplace.

Diversity, Equality and Inclusion has continued to be a priority for the Group. In 2023, we launched an inclusivity champion group, who are passionate on making inclusion an everyday reality to make the difference.

Flexible working options, including job share and part-time work, are available. However, we recognise the need for more senior role models to encourage take-up.

