

**OMEXOM**

# Gender Pay Gap Report 2024



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We are passionate about our employees and recognise they are the reason for our continued success. Our values illustrate our commitment to fostering an environment where all employees thrive through a culture of respect, community and inclusion.

Given our acute awareness of gender disparity across our industry and our longstanding aim to increase female representation in our organisation, we have proactively monitored the gender pay gap across all UK entities since 2022, despite not meeting the statutory requirement to report until 2024.

As our Powerteam Electrical Services (UK) Ltd entity now meets the statutory requirement, we are publishing our 2024 report which confirms a gender pay gap within the entity of 19%. This does not mean that Omexom pay people differently based on their gender. We practice equal opportunities and appoint the best candidate for a role, regardless of their gender or any other factors protected by the Equality Act.

One of the main factors creating gender pay gaps across all industries is that men tend to hold more senior and technical positions compared to women, which is the case within Omexom. We operate within a predominantly male industry and there is an under-representation of women across the organisation, particularly at senior level. In the 2023-24 period, women accounted for 21% of our UK workforce, but only 10% at senior level. This disparity creates higher average earnings for men as they have a greater presence in roles where higher wages and bonuses are typically awarded.

The gender pay gap in our industry cannot be resolved quickly, but we are proud of the work and progress we have made to date and will continue to focus on providing an inclusive culture that women want to join, enjoy working in and are supported to progress into more senior positions.

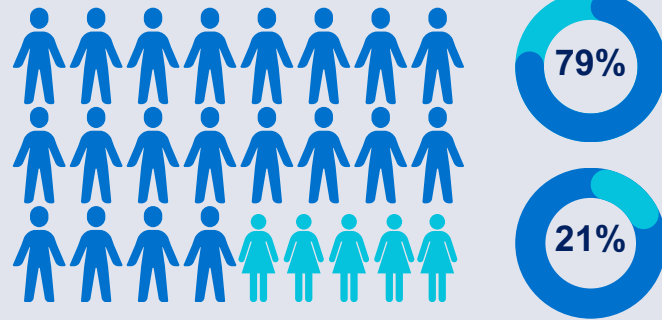


# Our Gender Pay Gap Results

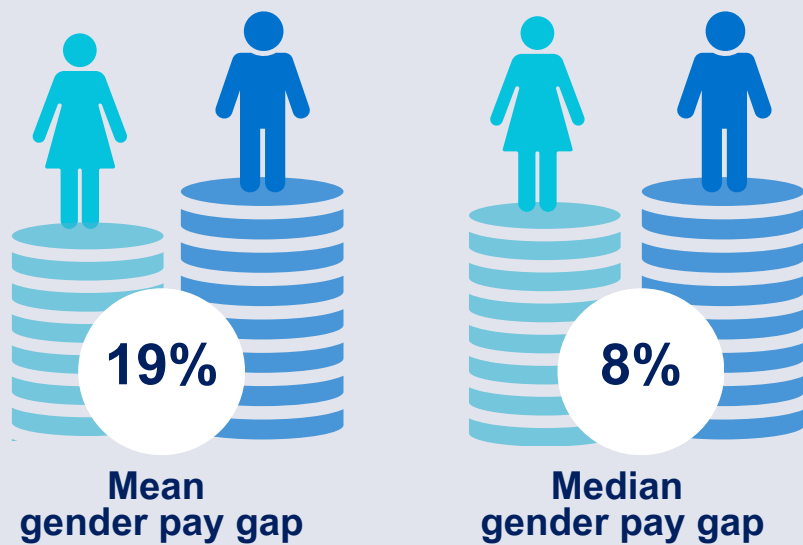
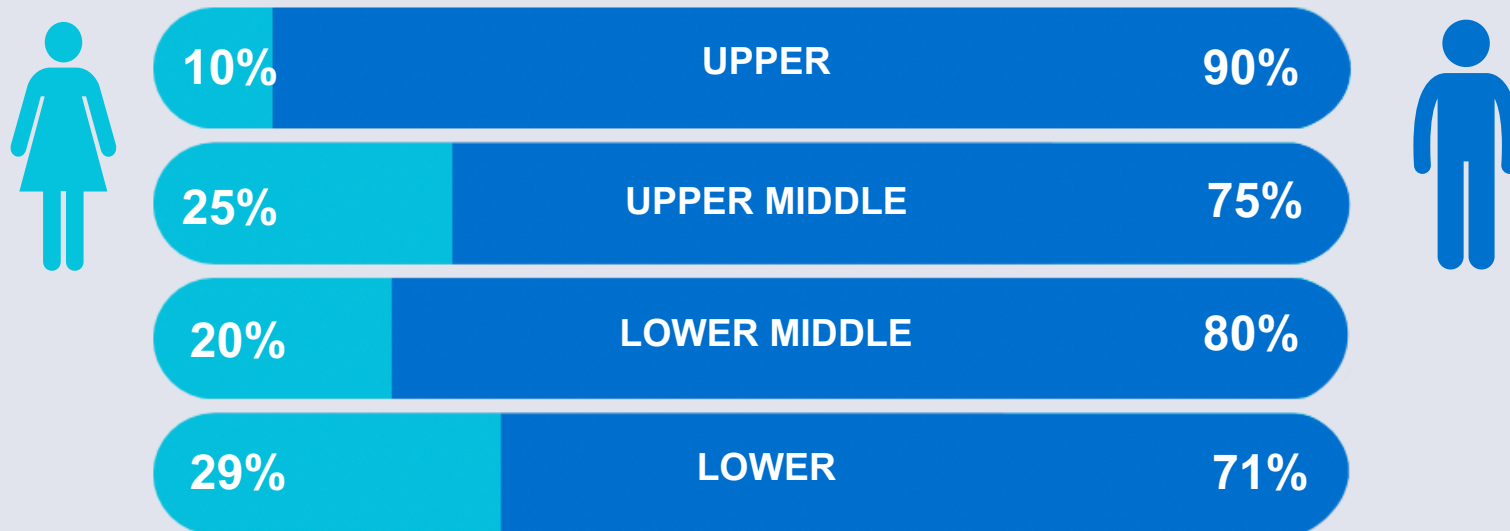
Our gender diversity is representative of our industry as a whole, which is male dominated.

In recent years we have increased overall female representation but primarily in support functions, resulting in a small proportion of females in senior positions.

## Gender split

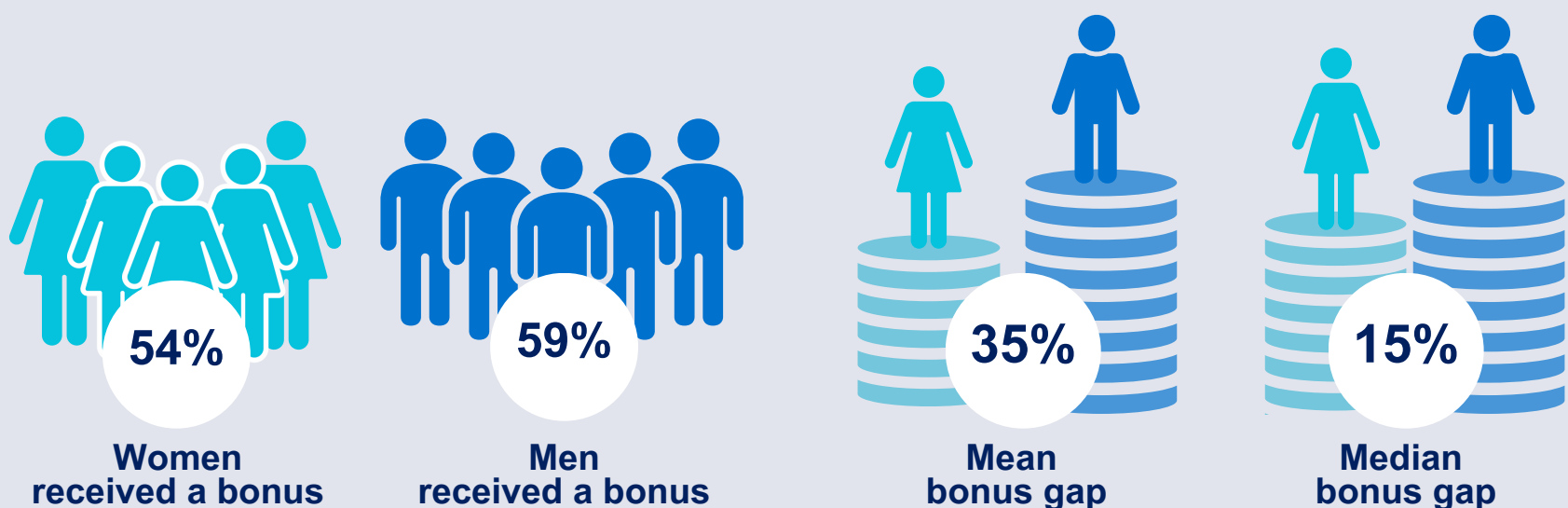


## Gender proportions across pay quartiles



On average, women earn 81p for every £1 earned by men at Omexom, reflecting the higher proportion of men in senior, higher paying roles.

Our median rate reveals women earn 92p for every £1 earned by men, indicating that at the midpoint of average hourly wage rates the disparity is less pronounced.



Our bonus entitlement results demonstrate minimal gender disparity; however, as more men occupy senior positions where higher bonuses are typically awarded, they received higher average bonus pay.

# Closing The Gap - Our Actions

Our People & Development strategy is underpinned by our values to help us drive equality, diversity and inclusion throughout Omexom. Our gender diversity target is to improve female representation at all levels of the organisation and as part of the global VINCI group, our aim is for 30% of management positions to be held by women by 2030.

We have already seen positive improvements in this regard, achieving a 79% increase in the number of female employees since we began proactively monitoring our gender pay gap in 2022. Key initiatives and actions taken to date are outlined below:

## Attracting Women to Omexom

The male-dominated reputation of our industry can deter women from considering our vacancies. Additionally, research indicates that women are less likely than men to apply for positions unless they meet all listed criteria. To address these challenges, our recruitment process prioritises cultural and value alignment over extensive experience, whilst taking positive action with underrepresented groups. This strategy is supported by our external communications, which share the experience and achievements of our female employees, as well as our inclusive working environment.



## Future Talent Opportunities

We are committed to fostering inclusivity, fairness and equity in our annual apprentice, intern, trainee and graduate programmes.

To further cultivate future female talent, we have also introduced the, "The Sharlene Gill Scholarship for Women in Engineering". This scholarship programme creates opportunities for aspiring female engineers to join our industry through the provision of financial support and valuable work experience.

## Family Friendly Policies

We recognise that home life is a key part of employee wellbeing and aim to support this through flexibility, support and competitive benefits.

Our family friendly policies, which have won awards, include our enhanced maternity pay, health cover for employee children under the age of 24 and flexible working arrangements.

We continually review these benefits and further improved our maternity pay policy in 2023 to better support our female employees.



# Closing The Gap - Our Plan

## Attract

- Continue to enhance our recruitment processes to attract more female candidates by analysing applicant trends, engaging potential candidates through multiple recruitment platforms and improving the diversity of our interview panels.
- Expand our partnerships with schools, colleges and universities to inspire more young women to pursue careers in our industry through early career pathways.
- Strengthen our employer brand by increasing visibility of our female employees, highlighting our employee benefits, and promoting our values and inclusive culture.

## Develop

- Promote from within where possible, ensuring all employees are aware of ongoing opportunities and are encouraged to learn, develop and progress at Omexom.
- Drive inclusive leadership through management training and development, equipping our leaders with the appropriate skills to manage diverse, flexible teams in line with our values.
- Work in collaboration with our parent company, VINCI Energies UK and ROI to promote the development and progression of current female employees through their women's leadership programme.

## Retain

- Celebrate our culture, embody our values and promote our commitment to employee development to make Omexom a great place to work for everyone.
- Foster an authentic flexible working culture through leadership behaviour and support.
- Celebrate being a menopause friendly organisation through policy, awareness and employee support initiatives.

We recognise that the underrepresentation of women is a historic and ongoing challenge for our industry. We are committed to implementing the initiatives above to further improve inclusion and diversity within Omexom.

I confirm that the information and data reported for Poweteam Electrical Services (UK) Ltd is accurate as of the snapshot date 5 April 2024.



**Simon Innis**  
Managing Director

