



Gender Pay Gap Report

Vertex Services Group Ltd

Snapshot date: 5th April

2024



Our Continued Gender Pay Gap Journey

At Vertex Services Group Ltd, we are committed to fostering an inclusive and equitable workplace where every individual has the opportunity to thrive.

Our second annual Gender Pay Gap Report represents a continuation of that commitment, offering transparency around our pay data and insight into where progress is being made and where more focus is required.

We operate in the building services and engineering sectors, industries that have historically been male-dominated. While we recognise these structural challenges, we also see them as opportunities to lead, to improve and to build a more balanced and inclusive future. This report forms part of our wider efforts to improve representation, ensure fair progression and support all employees in reaching their full potential.

This year's figures provide a valuable snapshot of where we are today, revealing strengths, surfacing areas for action and shaping our focus for the months ahead.



Wayne Tantrum
Managing Director



Sarah Berryman
Deputy Managing Director

Our Annual Report

Gender Pay Gap - The Headlines

Metric	2024
Mean Gender Pay Gap (Hourly Pay)	-5.3%
Median Gender Pay Gap (Hourly Pay)	-5.7%
Mean Gender Bonus Gap	68.7%
Median Gender Bonus Gap	80%
% of Men Receiving Bonus	27.4%
% of Women Receiving Bonus	35.7%

Note: A negative percentage indicates that, on average, women are earning more than men.

Our Annual Report

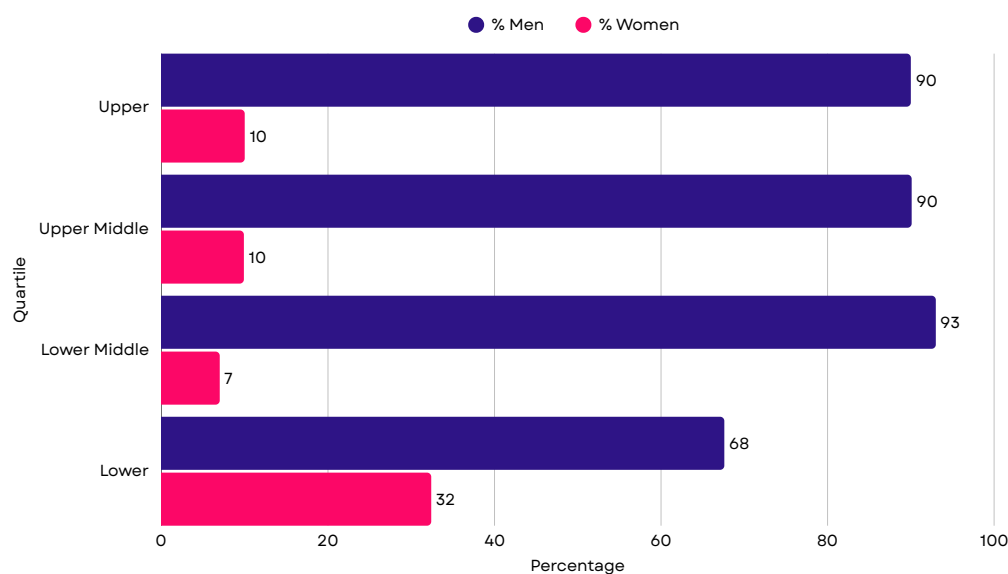
-5.3%

mean gender pay gap

-5.7%

median gender pay gap

Pay Quartile Distribution

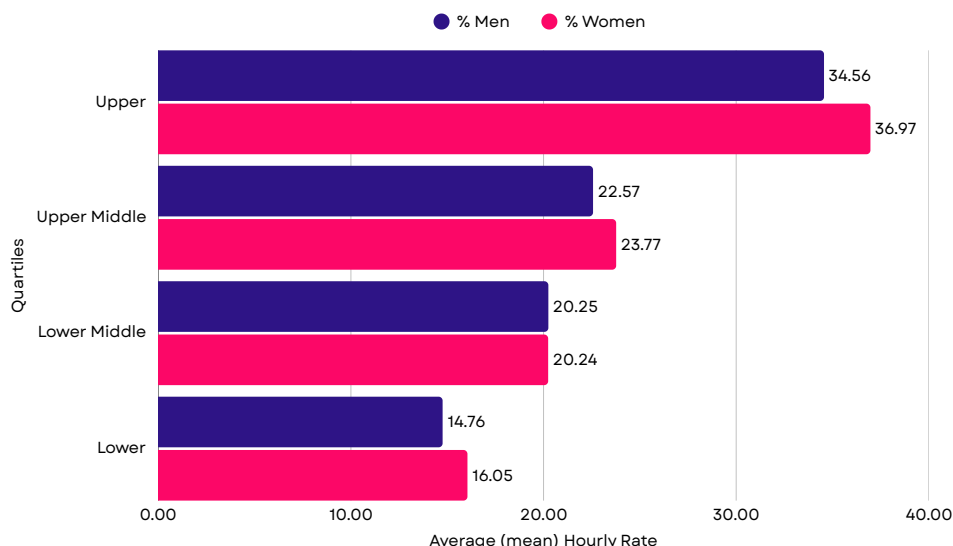


This breakdown illustrates the gender distribution across four equally sized pay quartiles.

While male representation remains predominant, especially in the upper quartiles, the increased female presence in the lower quartile signals potential shifts at entry levels.

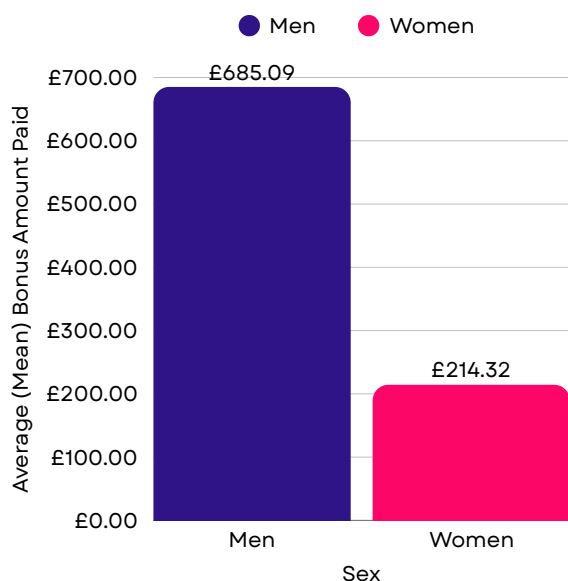
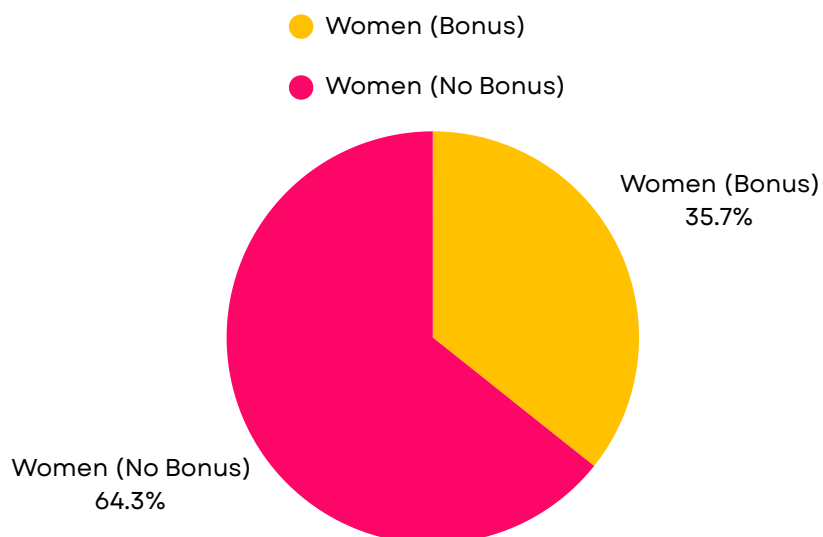
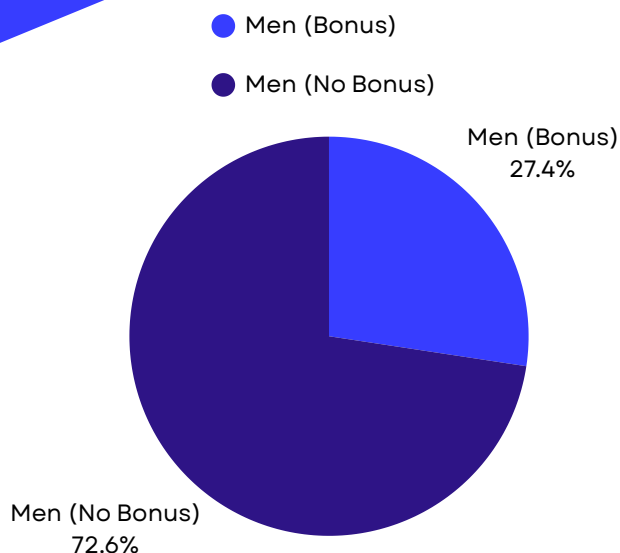
When comparing the mean hourly pay within each quartile, women are paid more than men in three of the four groups.

These figures further reinforce the headline trend that women, on average, are earning more than men – particularly at the lower and upper ends of the pay structure.



Our Annual Report

Bonus Distribution 2024



Although a higher percentage of women received bonuses this year (35.7% vs 27.4%), the average and median bonus amounts are significantly higher for men. This results in a mean bonus gap of 68.7% and a median gap of 80%, both favouring men.

These figures likely reflect the nature and level of roles attracting higher bonus payments. As many of the roles occupied by women may fall outside higher bonus brackets, this highlights the importance of understanding eligibility criteria and reward design more broadly across the organisation.

Our Observations

Observations & Insights

Positive Shift in Pay Equity

The 2024 data shows a gender pay gap in favour of women, with both the mean (-5.3%) and median (-5.7%) figures indicating that women are, on average, earning more than men. While unusual within the building services and engineering sectors, where pay gaps typically favour men, this result may reflect the positioning of women in higher-paid or performance-related roles within Vertex. It offers a positive snapshot but must be viewed alongside representation data, which shows women remain underrepresented overall.

Structural Gender Imbalance Persists

Despite progress in pay, women remain underrepresented across all pay quartiles, particularly in the upper bands, where only 10% of roles are held by women. This highlights the ongoing challenge of attracting and progressing female talent into technical, operational, and senior-level positions; a well-documented issue within the building services and engineering sectors.

Bonus Pay Disparities

The bonus pay gap presents an area for attention. Although more women received bonuses, the average and typical (median) bonus values are significantly higher for men. This likely stems from role-based eligibility and the types of positions that attract higher reward levels. Vertex may wish to explore how bonus structures align with broader reward and recognition frameworks to ensure fairness and transparency.

Sector Context

The building services and engineering industries have long faced gender diversity challenges. The UK government's recent reviews of gender pay gap data highlight that these sectors consistently rank among those with the highest disparities. Against this backdrop, Vertex's current figures suggest that meaningful progress is being made, although structural barriers still need to be addressed to achieve long-term equity in representation and opportunity.



Our Commitment to Diversity, Equity and Inclusion

Our Commitment to Action

Enhancing Recruitment Processes

Implementing strategies to attract a diverse talent pool, particularly women, into technical and leadership roles.

Supporting Career Advancement

Offering mentorship and development programmes tailored to empower female employees and prepare them for senior positions.

Regular Policy Reviews

Continuously assessing our compensation and promotion policies to ensure they are free from bias and promote equity.

Driving Cultural Change

Embedding inclusive leadership behaviours and holding all leaders accountable for creating an environment where everyone can thrive.

As we look ahead, we remain committed to creating a culture where all employees, regardless of gender, have the opportunity to thrive, grow and be recognised fairly.

Contacts



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Managing Director



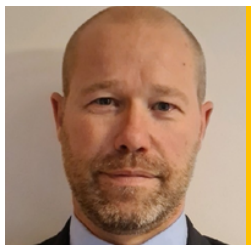
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