



Vigilance | Vision | Value

Gender Pay Gap

2021

Introduction

Throughout our organisation we have sought to make improvements in several areas of diversity and inclusion. That includes a greater focus on gender diversity, with a number of measures designed to close the gender pay gap between our male and female colleagues.

We remain one of the largest SPV and asset management service providers to the PPP/PFI infrastructure market, which means we accept the responsibility of setting the right example for our industry peers.

We continue to work hard to ensure we have a team that represents the society in which we live and work, and the people and communities we ultimately serve.

In line with our commitments we have produced a new Imagile Group* gender pay gap report. This report is also in line with the UK government's gender pay gap initiative and covers the period up until April 2021.

The report highlights the pay data of our UK-based workforce and while taken steps forward in certain areas, we acknowledge that there is more work to be done.

It remains important to remember that there continues to be lower female representation across our sector, but specifically in senior management positions. This report also covers a period that does reflect some of the challenges of the COVID-19 pandemic.

Reducing our gender pay gap will continue to take time but I remain confident that we have the right strategic objectives – both short term and long terms – to help us achieve it.

Alan Birch

CEO

*Effective from 1 Oct 2021, 'Imagile Group' has rebranded to 'Semperian'. Due to the period of reporting contained in this document, the Imagile Group branding has been retained.






Gender Pay Gap Report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2018, organisations with more than 250 employees are required to publish data related to their gender pay gap, which shows the difference in the average earnings between men and women. The data needs to be published on an annual basis and must reflect earning from the previous year.

In complying with this obligation, we have based this report on employment data from April 2021. In line with Government guidelines, this includes base salary, certain allowances and performance payments (bonus) over the previous 12 months.

The gender pay gap report covers only those employed in the United Kingdom and encompasses:

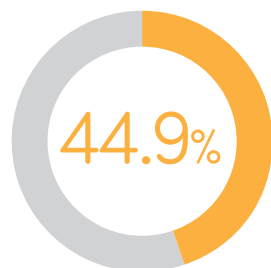
-  The differences between the median and mean hourly pay and bonus of men and women.
-  The percentage of males and females represented within our pay quartiles
-  The percentage of males and females who received a bonus.

Our Results

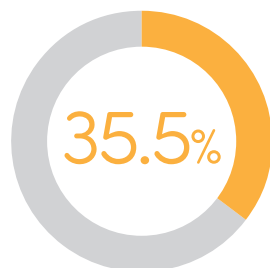
The data submitted by Imagile Group comprised a total of **303 workers** of which **278 were categorised as “relevant employees”** and used in the reporting of bonus pay gap statistics. **290 employees were classified as “full-pay relevant employees”** and were used in the reporting of hourly pay gap statistics.

Gender Pay Gap Report 2021

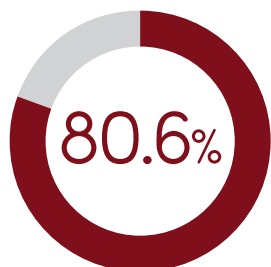
Pay Category Difference (%)



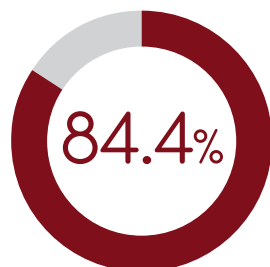
Mean Gender Pay Gap



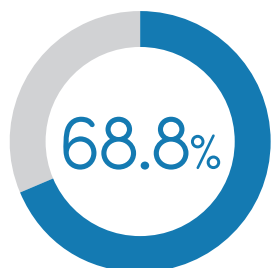
Median Gender Pay Gap



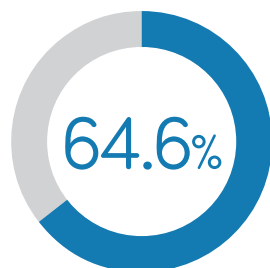
Male employees receiving a bonus



Female employees receiving a bonus



Mean Gender Bonus Gap



Median Gender Bonus Gap

The percentage of **males** and **females** in each pay quartile band is:

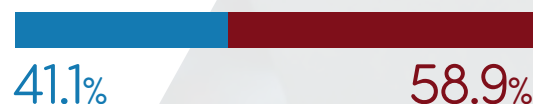
BAND D Includes all employees whose standard hourly rate places them in the upper quartile



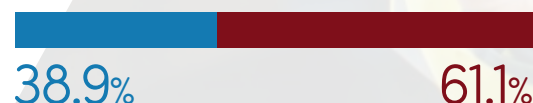
BAND C Includes all employees whose standard hourly rate places them in the upper middle quartile



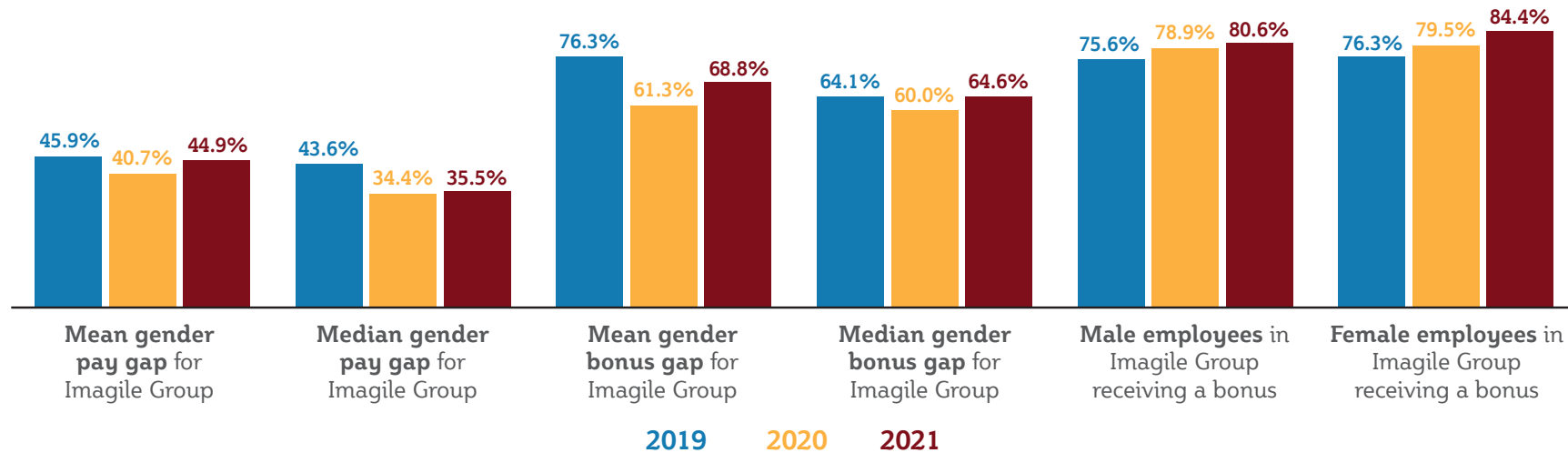
BAND B Includes all employees whose standard hourly rate places them in the lower middle quartile



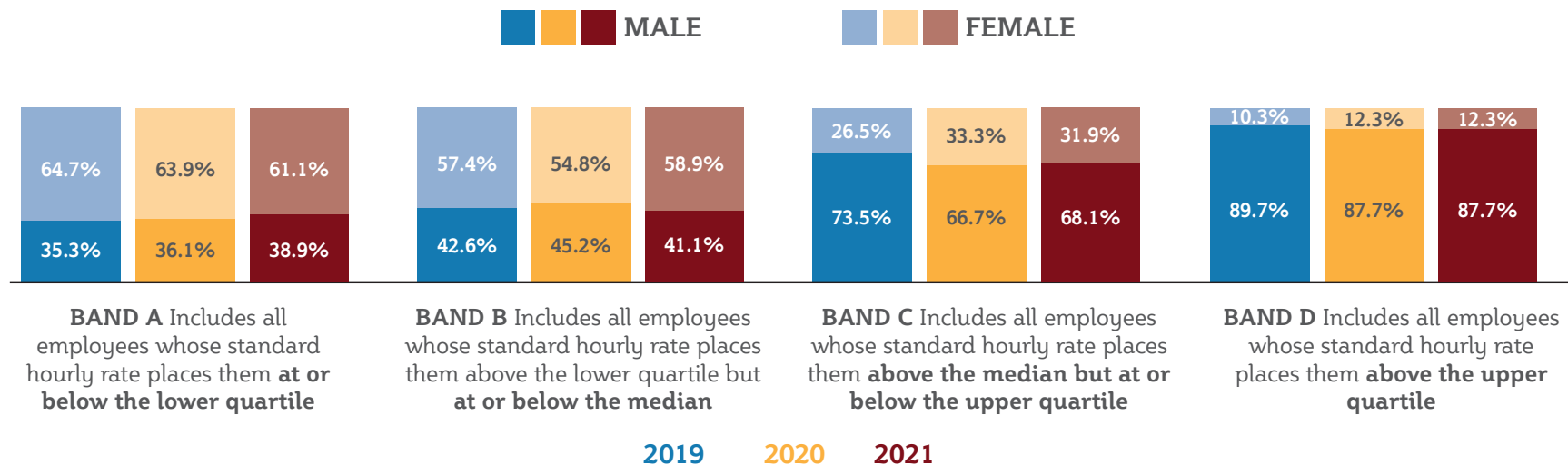
BAND A Includes all employees whose standard hourly rate places them in the lower quartile



How does this compare to previous years?



The percentage of **males** and **females** in each pay quartile band for Imagile Group is:



What do our statistics show?

The data above highlights the split of male and females in each of the pay quartiles. This provides the statistical analysis around the gender pay gap at Imagile Group and illustrates how the disparity correlates with the issue of low female representation in higher-paying roles. When trying to consider why this is the case, common themes appear across a number of UK sectors. These include:

- Some of the talent within our business is drawn from the Construction and Professional Services sectors, which historically have been influenced by gender demographics.
- Individual employee choices made around part-time working and time out of work due to caring responsibilities.

How is Gender Pay gap different to equal pay?

It has been illegal since 1970 for employers in Britain to pay men and women different amounts for doing the same job.

The data in this report does not relate to equal pay whereby we ensure through robust processes that everyone undertaking work rated as equivalent or of equal value is paid the same.

Addressing our Gender Pay Gap

As part of our commitment to addressing the under-representation of women at various levels within our business, Imagile Group remains focused on five key action areas.

The statistics in this report highlight how some progress has been made in certain areas, and by continuing to drive these workstreams forward we believe we can do even more to improve the gender pay gap within our organisation.

Our industry presents us with a complex set of challenges to overcome, but by working together and channelling our combined efforts into these areas, we feel there is more progress to be made.

Action Areas

At Imagile Group, we are committed to equality, diversity and inclusion. Ensuring that our teams and our employees feel valued, engaged and well looked after is at the heart of our people strategy and working towards a balanced and inclusive workforce goes hand-in-hand with that.

It is confirmed that the data in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Attract

Recruitment Practices

- ▲ Where possible, adopt mixed gender interview panels.
- ▲ Continue building stronger connections with universities and colleges, exploring apprenticeship opportunities where appropriate.
- ▲ Review all recruitment literature for gender bias.

Raising Employer Profile

- ▲ Continue improving our visibility across social media, providing clear information regarding our employee engagement survey and commitment to staff wellbeing.

Retain

Improving Knowledge

- ▲ Following on from the Group's exploration workshops considerations for unconscious bias training to ensure an inclusive approach to decision making.

Continuous Improvement

- ▲ To continue to review policy and process including our new hybrid working policy to ensure a fair and consistent approach.

Flexible Working

- ▲ Continue to encourage employees to take advantage of family-friendly working arrangements and appropriate work-life balance policies.

Hybrid Working

- ▲ Promote both internally and externally our newly introduced Hybrid working policy.



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