



SEMPERIAN

GENDER PAY GAP 2022



INTRODUCTION

In line with our ongoing commitments to diversity and inclusion, I am pleased to introduce Semperian's Gender Pay Gap report and covers the period up until 5 April 2022.

Semperian's goal is to operate a business that is sustainable and responsible. At the heart of this is the continual improvements that the organisation is making with regards to diversity and inclusion, based on the principles of valuing everyone, celebrating differences and respecting the different perspectives that each of our employees bring.

The underlying data that this report is based upon indicates that we have made improvements in this key area, but it is recognised that further work is necessary if we are to effect change within our organisation and the wider sectors within which Semperian operates.

Semperian remains one of the largest integrated Investment and Asset Management service providers to the UK PPP/PFI infrastructure market, and we accept the responsibility of setting the right examples that demonstrate our commitment to align pay across the organisation.

We are committed to ensuring that we have a team that represents the society in which we live and work, and the people and communities that we ultimately provide services to.

Our organisation operates in a sector that has historically been male dominated, but this will not deter Semperian from setting the right strategic objectives and policies, in the short and medium term to drive effective change as we seek to reduce our gender pay gap.

Alan Birch

CEO | SEMPERIAN



GENDER PAY GAP REPORT

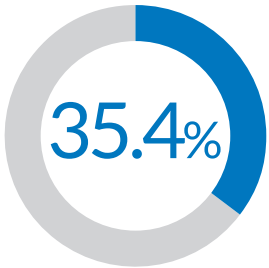
Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018, organisations with more than 250 employees are required to publish data related to their gender pay gap, which shows the difference in the average (mean and median) pay between men and women. The data needs to be published on an annual basis.

In complying with this obligation, we have based this report on employment data from 5 April 2022. In line with Government guidelines, this includes base salary, certain allowances and performance payments (bonus) over the previous 12 months.

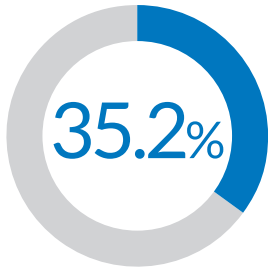


GENDER PAY GAP REPORT 2022

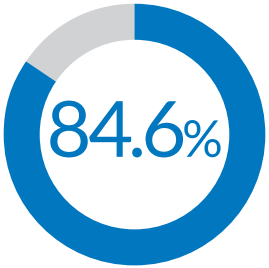
PAY CATEGORY DIFFERENCE (%)



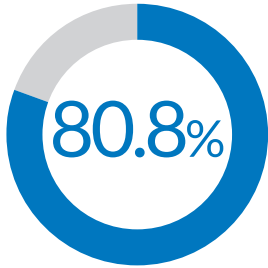
Mean Gender Pay Gap



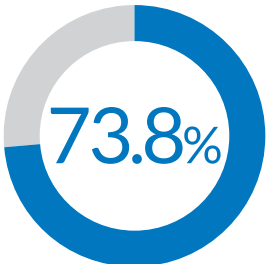
Median Gender Pay Gap



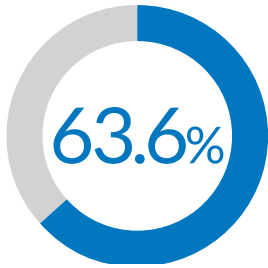
Male employees receiving a bonus



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



Declaration

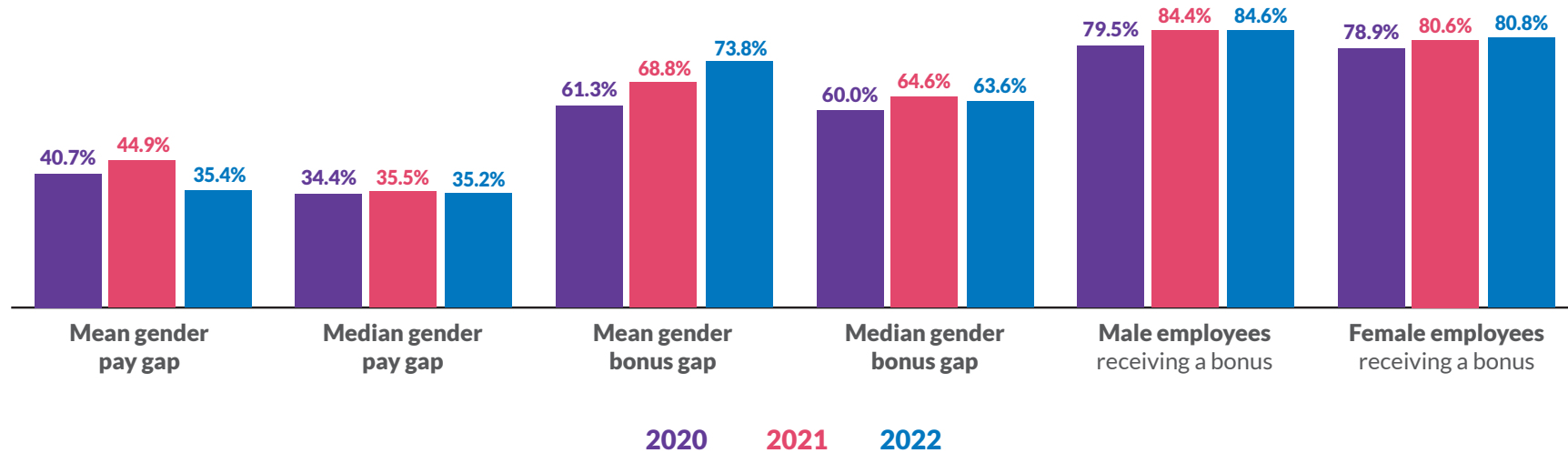
I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Becky Brunt

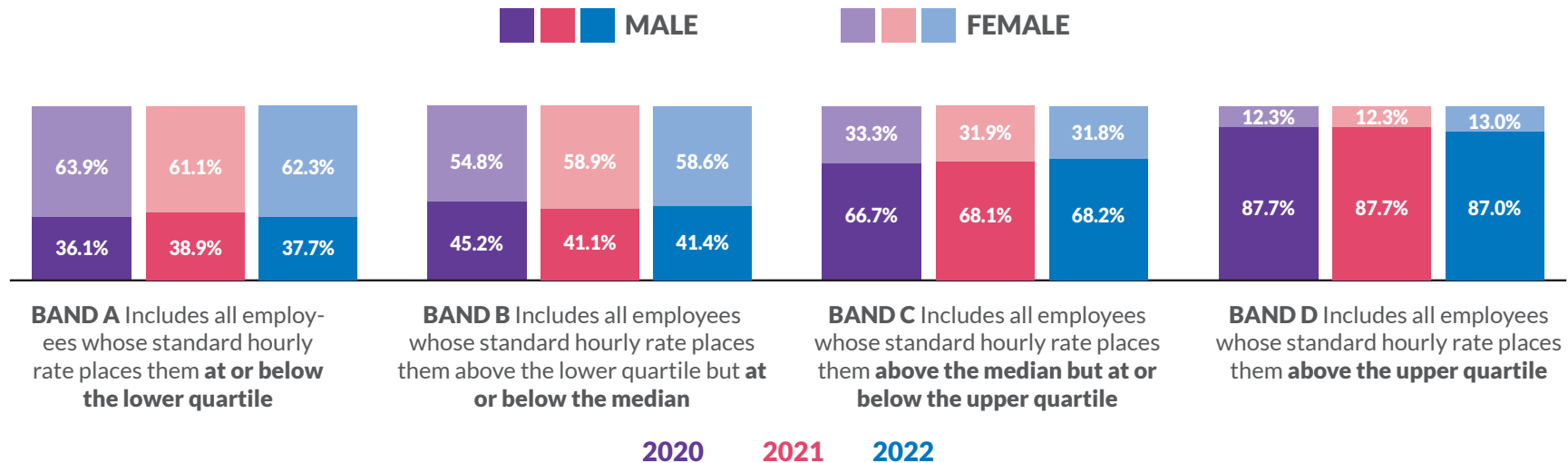
MANAGING DIRECTOR OF BUSINESS SUPPORT



HOW DOES THIS COMPARE TO PREVIOUS YEARS?



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



WHAT DO OUR STATISTICS SHOW?

The data highlights the split of men and women in each of the pay quartiles. We have a gap because our lowest paid quartiles have the most women and our highest paid quartiles have the most men.

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.
- The impact of parenthood on individual careers. This can cause women to take longer to be promoted and reach more senior (and better paid) roles.

Although there has been a small improvement to the pay gaps, they remain at too high a level. We will continue to explore further how to take appropriate action to drive change and improvements in this area.



HOW IS GENDER PAY GAP DIFFERENT TO EQUAL PAY?

Gender pay gaps are very different to equal pay. Gender pay gaps are statistical calculations, comparing averages. They do not take into account the fact that people do different jobs. Gender pay gaps are a measure of uneven spread of men and women in an organisation.

Equal pay is very different. It involves ensuring that men and women doing the same (or broadly similar) jobs receive the same pay. It has been illegal since 1970 for employers in Britain to pay men and women different amounts for doing the same job. We ensure through robust processes that everyone undertaking like work or work of equal value is paid the same.



ADDRESSING OUR GENDER PAY GAP

We are committed to addressing the under-representation of women at various levels within our business.

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 Semperian, 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.

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 and ensure using inclusive language that will appeal to the broadest range of candidates. Review recruitment methods to ensure we are recruiting from a range of sources that will reach more diverse candidates.

Raising Employer Profile

- Review our internal and external communications to ensure we are promoting diverse topics and events throughout the year.

RETAIN

Improving Knowledge

- Complete inclusion training for all employees to ensure we are creating an inclusive workplace whilst minimising unconscious bias.

Hybrid and Flexible Working Policies

- Continue to review and promote both internally and externally our Hybrid and Flexible working policies.

Setting ourselves appropriate targets

- Ensuring the data, we hold on our workforce is up to date and fit for purpose. Reporting on this data to identify areas of inequity, so we can consider steps for change and remove barriers in the workplace.





SEMPERIAN

www.semperian.co.uk

