



## Gender pay gap report 2021

# The gender pay gap

## About TriConnex

TriConnex is a fast growing independent multi-utility connections provider. We work with leading housing developers to build and connect electric, gas, water, fibre and electric vehicle charging networks.

## What is the Gender Pay Gap?

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is not a measure that compares pay for men and women performing the same or equivalent role (equal pay).

## What does the legislation require?

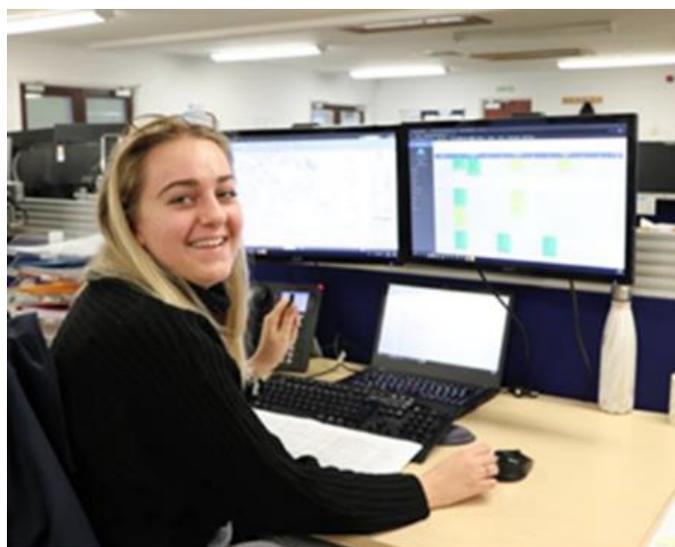
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private and voluntary sector employers with 250 or more employees to publish their gender pay gap.

Employers must use a snapshot date of 5<sup>th</sup> April and publish their gender pay gap information by 4<sup>th</sup> April of the following year.



Gender pay gap	Equal pay
The difference in average pay between men and women regardless of the work they do	Men and women being paid the same for like-for-like work

Here at TriConnex, we conduct regular pay reviews to ensure people are being paid fairly for the work they do.



## The Six Metrics

The difference in men and women's:

1. Mean full pay
2. Median full pay
3. Mean bonus pay
4. Median bonus pay
5. Proportion of men and women who received bonus pay
6. Proportion of men and women in each of the four quartile bands

## TriConnex Gender Pay Gap 2021

Mean (Average)	27.8%
Median (Middle)	30.6%

## TriConnex Bonus Pay Gap 2021

Mean (Average)	77.8%
Median (Middle)	40.8%
Proportion receiving a bonus	38% Male 59.7% Female

At TriConnex, the average earnings for women is 27.8% less than men. The gap in part reflects the nature of the industry in which we work, which has historically been male dominated from a focus on construction-site based work. As an average, the measure does not compare pay for men and women performing the same or equivalent role (equal pay).



## Proportion of employees in each pay quartile

### Top Quartile

Male 88%      Female 12%

### Upper Middle Quartile

Male 88%      Female 12%

### Lower Middle Quartile

Male 69%      Female 31%

### Lower Quartile

Male 49%      Female 51%



# What are we doing to close our gender pay gap?

TriConnex is an equal opportunities employer, and we always work towards achieving a diverse workforce and inclusive culture for all.

We understand that the gender pay gap is largely driven by a lack of female representation within our workforce. This is a common issue within our industry which is historically male dominated.

Nevertheless we are taking measures to help recruit and attract more women and reduce the pay gap through the implementation of a range of initiatives:

- We are continuing to promote our Women in Construction campaign among schools and colleges to raise the profile of careers in our industry.
- We are continuing to promote all vacancies internally to all our employees, and provide development for current employees to grow into succession roles.
- We are committed to developing our recruitment and selection processes to attract talent from a wide range of groups.
- We are continuing to carry out pay and benefits reviews at regular intervals across the business.
- We strive to embed equality into our culture, via our Purpose and Values.



We have taken steps to enhance our family friendly policies and practices:

- This year we have **enhanced** our **maternity pay**.
- Our **shared parental leave policy** helps to **support men to take a greater role in childcare responsibilities**.
- We have **flexible working practices** with the aim of increasing our ability to attract and retain diverse talent and support wellbeing.

**TRICONNEX**

A handwritten signature in red ink, appearing to read "Sarah McCulloch".

*I, Sarah McCulloch (Director of People) confirm that the information in this statement is accurate.*