

2025-26

Gender Pay Gap Report

triconnex.co.uk



About TriConnex

TriConnex is a fast-growing independent multi-utility connections provider. We work with leading residential developers and housebuilders to connect electricity, water, gas and fibre to new homes.

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 5th April and publish their gender pay gap information by 4th April of the following year.

Gender Pay Gap

The difference in average pay between men and women regardless of the work they do.

Equal Pay

Men and women being paid the same for like-for-like work.



Reporting Metrics

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



Overall, the utilities sector remains a male-orientated industry. This is reflected at TriConnex with females making up 32% of our workforce.

At TriConnex, the average earnings for women is 25% less than men. This measure is not reflective of equal pay. It is influenced by our workforce profile, including a higher proportion of men across the organisation

Gender Pay Gap

Median	25.5%
Mean	34.3%

Reflects a small increase against 2024/2025

Proportion Receiving Bonus

Male	8.8%
Female	6.3%

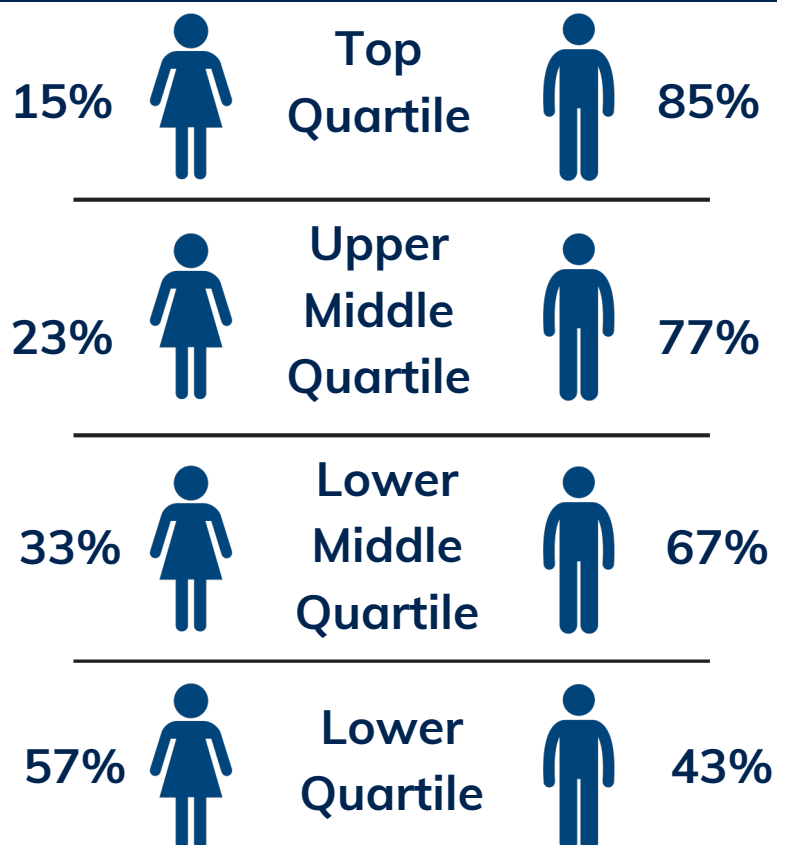
Reflects an improvement against 2024/2025

Gender Bonus Pay Gap

Median	61.2%
Mean	96.3%

Reflects an improvement against 2024/2025

Proportion of employees in pay quartiles



WHAT ARE WE DOING TO CLOSE OUR GENDER PAY GAP?

At TriConnex we are committed to continuously working towards a diverse workforce and inclusive culture for all.

Although our gender pay gap sits at 25%, this is primarily driven by the lack of female representation within the company.

We are however taking measures to reduce the pay gap through various initiatives, including:

Partnership with Women's Utilities Network (WUN): Through our ongoing partnership with WUN, we promote and expand access to development opportunities and resources, ranging from mentoring to networking events to support and advance our female employees.

Employee Lifecycle Support: From recruitment and selection through to exit, we are committed to fair, consistent and robust processes that support employees and promote equal opportunity at every stage.

Employee Policies: We review our policies annually to ensure they reflect our values and our commitment to Equality, Diversity and Inclusion (EDI). This includes:

- Family policies with enhanced maternity and paternity leave entitlements
- EDI policy that reflects our commitment to our employees and community, promoting inclusivity, engagement and support
- A menopause policy, with support and guidance for managers and employees

Employee Contributor Group: Our Employee Contributor Group brings together colleagues from across the organisation to support wellbeing and engagement. All members are trained Mental Health First Aiders and help shape wellbeing initiatives and review relevant policies

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

