

UK Gender Pay Gap 2023

2 April 2024

This is our first published Gender Pay Gap Report, having grown beyond the required number of UK employees stated in the 2017 legislation. Given so much of our growth and success has been thanks to the strength, talent and diversity of our teams, we are pleased to report on the equity statistics.

We are a business guided by our values and principles, including our principles on how we reward our people. These include our ambition to offer long-term career opportunities and support and nurture our people's career aspirations; we recognise every individual's as well as collective contribution to the Group success, and at Aztec fairness and consistency are an important foundation when we shape reward practices. A desire to create a diverse, equitable and inclusive environment sits at the heart of these and indeed all our reward principles.

Looking beyond the figures included in this report or a focus on equal pay, we are also committing to creating diversity of thought at Aztec. We know to help our teams thrive, they need to be working in an environment where they feel they can be themselves. We take great pride in the culture every one of our people helps create, and a critical part of that culture lies in ensuring each one of our colleagues feels included and they belong.

Pay Gap

MEDIAN



-5.88%
In favour of
Women

MEAN



-4.05%
In favour of
Women

Bonus Gap

MEDIAN



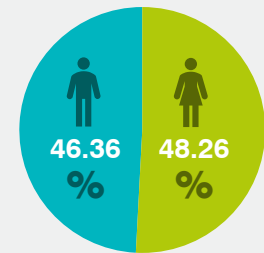
13.18%
In favour of
Men

MEAN

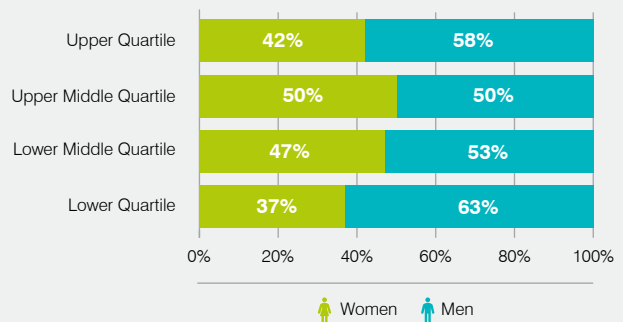


-27.27%
In favour of
Women

Proportion of Employees Receiving a Bonus



Percentage of Women in Each Quarter



Snapshot date: 5 April 2023

Declaration

We confirm that the information and data reported is accurate and in accordance with the Equity Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jane Hanson

Chief People Officer
Aztec Group