

# AXISEUROPE LIMITED

## GENDER PAY STATEMENT 2025

### The Business

Axis Europe Ltd was founded in 1986 as a small business that is now leading national maintenance and refurbishment provider with locations nationwide employing around 1000 employees.

Axis Europe Ltd was acquired by HIG Capital in 2024 joining CLC that had been acquired in 2023 to form a larger building refurbishment and asset maintenance group.

This group employs over 2,000 people. The combined group is implementing initiatives on diverse recruitment campaigns, ways of attracting and retaining apprentices, upskilling existing employees through professional training and development and delivering significant improvements on reward to drive inclusivity as part of the group's people strategy.

We are committed to implementing principles which ensure that no one is treated less favourably than another because of their age, disability, pregnancy or maternity, race, religion or belief, gender or sexual orientation.

The UK Government introduced laws for companies with more than 250 employees to disclose their gender pay gap each year. We believe that this transparency will improve collective understanding of the complex factors that contribute to the gender pay gap within the relevant sectors of UK businesses.

### Equal Pay and the Gender Pay Gap

The gender pay gap is the difference between the average pay of men and women across the business, irrespective of their role and seniority. It is different to equal pay, which measures whether men and women are paid the same for performing similar roles or work of equal value, as set out by The Equality Act 2010. Our gender pay gap is driven not by inequality but by a greater number of men in traditionally male-dominated construction and technical roles.

Like other employers in the sector, we have a greater proportion of men in higher paid, traditionally male-dominated operational and technical roles. These form a significant portion of our workforce.

We have 1168 Full Pay Relevant Employees (which is defined as employees who earned their usual full pay in the payroll period of 5 April 2025). This total is made up of 394 women and 774 men.

### Gender Pay Gap computations

- The mean gender pay gap for Axis Europe Plc is 13.24%
- The median gender pay gap for Axis Europe Plc is 17.44%
- The mean gender bonus gap for Axis Europe Plc is 8.13%
- The median gender bonus gap for Axis Europe Plc is 40%
- The proportion of male employees in Axis Europe Plc is receiving a bonus is 34.3% and the proportion of female employees receiving a bonus is 62.4%

Bands	Male	Female	Description
A	47%	53%	Includes all employees whose standard hourly rate places them at or below the Lower quartile
B	66%	34%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the Median quartile
C	80.90%	19.10%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	71.60%	28.40%	Includes all employees whose standard hourly rate places them in the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act (Gender Pay Gap Information) Regulations 2017.

Within the construction and engineering industries, the vast majority of candidates for roles from trade apprentices to senior contract managers are men. The UK Commission for Employment and Skills recognises that other professions needing high skill levels in STEM subjects (science, technology, engineering and mathematics) are also attracting fewer women. National demand for these skills is at an all-time high but the number of women studying and working in STEM remains low.

### **Our Declaration**

We confirm that our gender pay gap calculations are accurate and meet the requirements of the methodology set out in the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



James Stamp

Group CFO