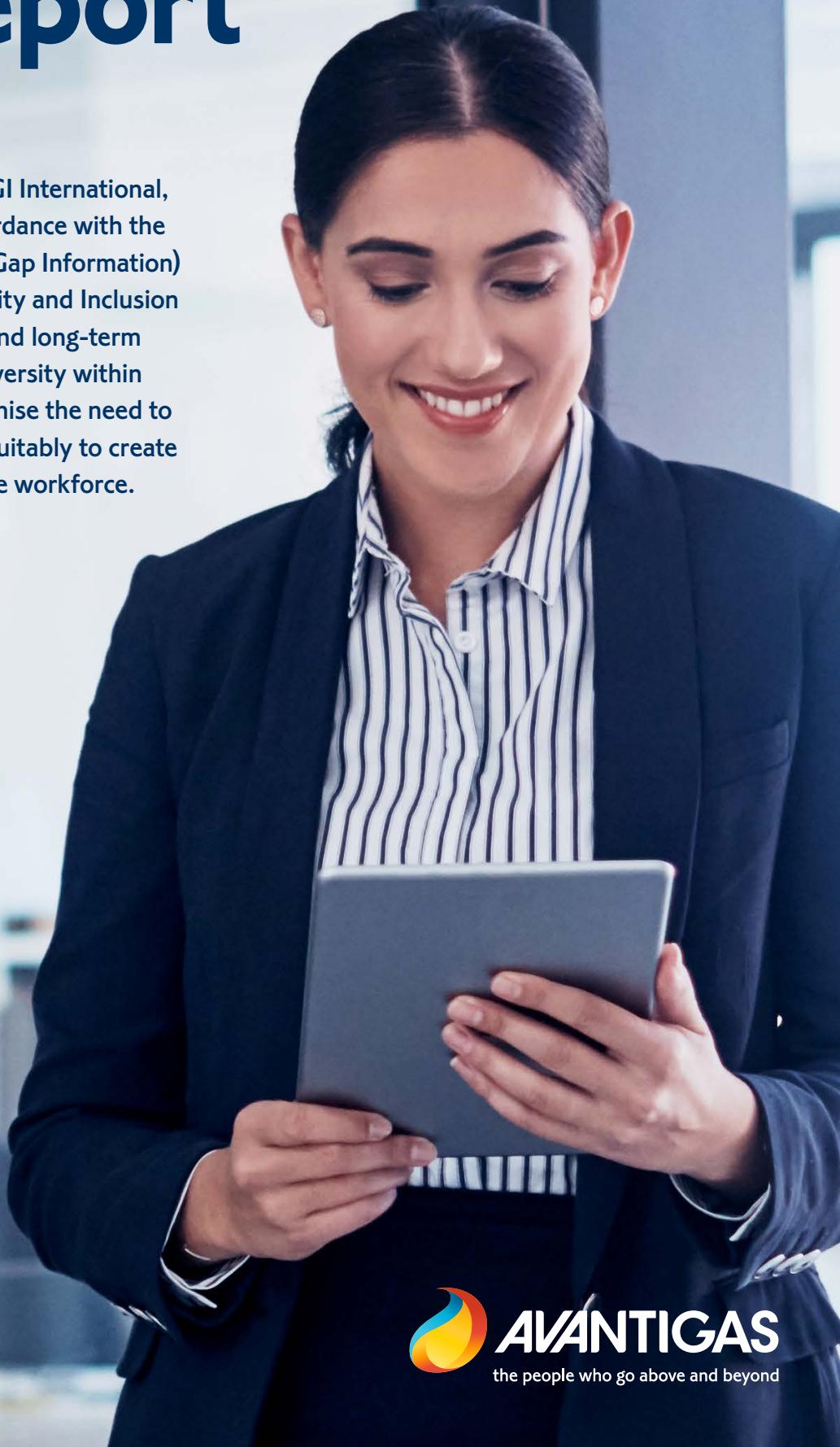


# Gender Pay Gap Report

2024

AvantiGas Ltd., subsidiary of UGI International, is committed to working in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Diversity, Equity and Inclusion are focal aspects of our values and long-term goals and plans. We embrace diversity within all areas our business and recognise the need to treat all employees fairly and equitably to create a high-energy, high-performance workforce.



# By embracing our differences we work towards creating an inclusive and respectful workplace.

Specific to gender diversity, the Leadership Team is fully committed to actively monitoring gender balance and supporting a number of initiatives to continue to create an inclusive environment where employees, regardless of their gender, enjoy rewarding and fulfilling careers. We endeavour to provide all our employees with the opportunity to develop skills and talents while contributing to the future success and sustainability of the business.

**All AvantiGas Ltd. employees are connected by our core values and behaviours. We honour our employees by seeking out and welcoming diversity and creating an environment of collaboration and inclusion under our initiative Be U. Be UGI.**

Our industry sees challenges in attracting and recruiting female talent, especially within the operational, technical and engineering areas of our business. However, we continue to make positive progress, notably we see statistics above national levels in terms of the percentage of females in the upper quartile pay band, and in the mean hourly pay and bonus gaps.

We will continue to actively monitor gender balance and are committed to drive improvements and sponsor campaigns and activities to attract more females and improve gender balance, for example:

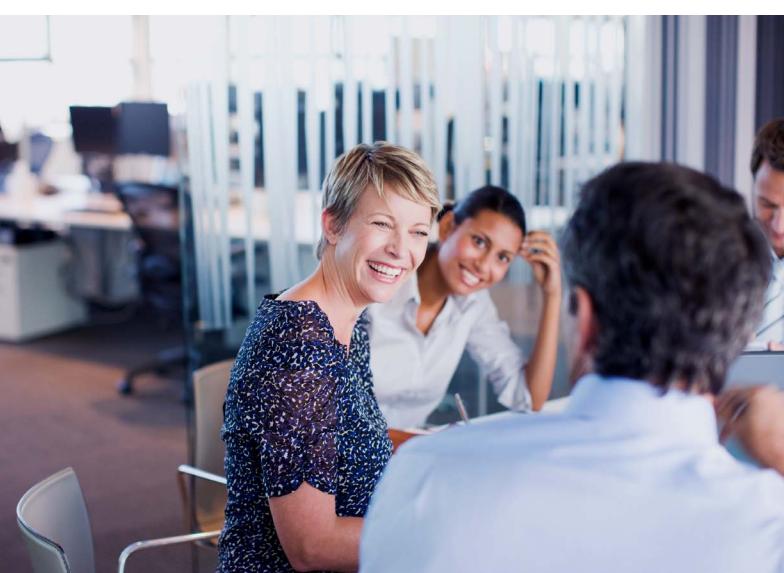
- Celebrating International Women's Day with multiple awareness events across the country. These build networking, and provide a platform to inspire, engage and develop female talent.
- We continue to develop our family friendly policies and benefits. Our maternity leave policy reflects the value we place on career development for female employees, whilst ensuring they are supported financially. We consider our family friendly policies to be competitive in the industry and a source of attraction and retention.
- We pledge to collaborate with schools and universities to promote and encourage Science, Technical, Engineering and Maths (STEM) careers. Throughout 2024, we will aim to have a number of Enterprise Advisors who will volunteer their time to collaborate with local schools and communities.
- We are proud of the long service across our organisation in UK. It demonstrates that we are an employer of choice, and a good company to work for.

Although the UK is seeing a steady increase in women entering careers in industrial and engineering sectors, it continues to be an industry where they are under-represented. The effect is more evident in operational, technical and engineering roles than it is in other functions, where the genders are more balanced.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, any organisation employing more than 250 employees is required to publish gender pay gap data annually. The data in this report shows results for AvantiGas Ltd.



**Agata Peszko-Keniger**  
HR Director



# Gender pay gap results for AvantiGas Ltd. 2023

## PROPORTION OF WOMEN AND MEN BY QUARTILE PAY

The chart below shows the gender distribution of calculated hourly pay across four equally sized quartiles. The pay gap continues to be caused by the larger number of men working in more technical and senior positions, which results in a higher median. It is not the same as equal pay between men and women.

We will continue to focus on increasing the number of women in leadership and STEM - based roles within our business.

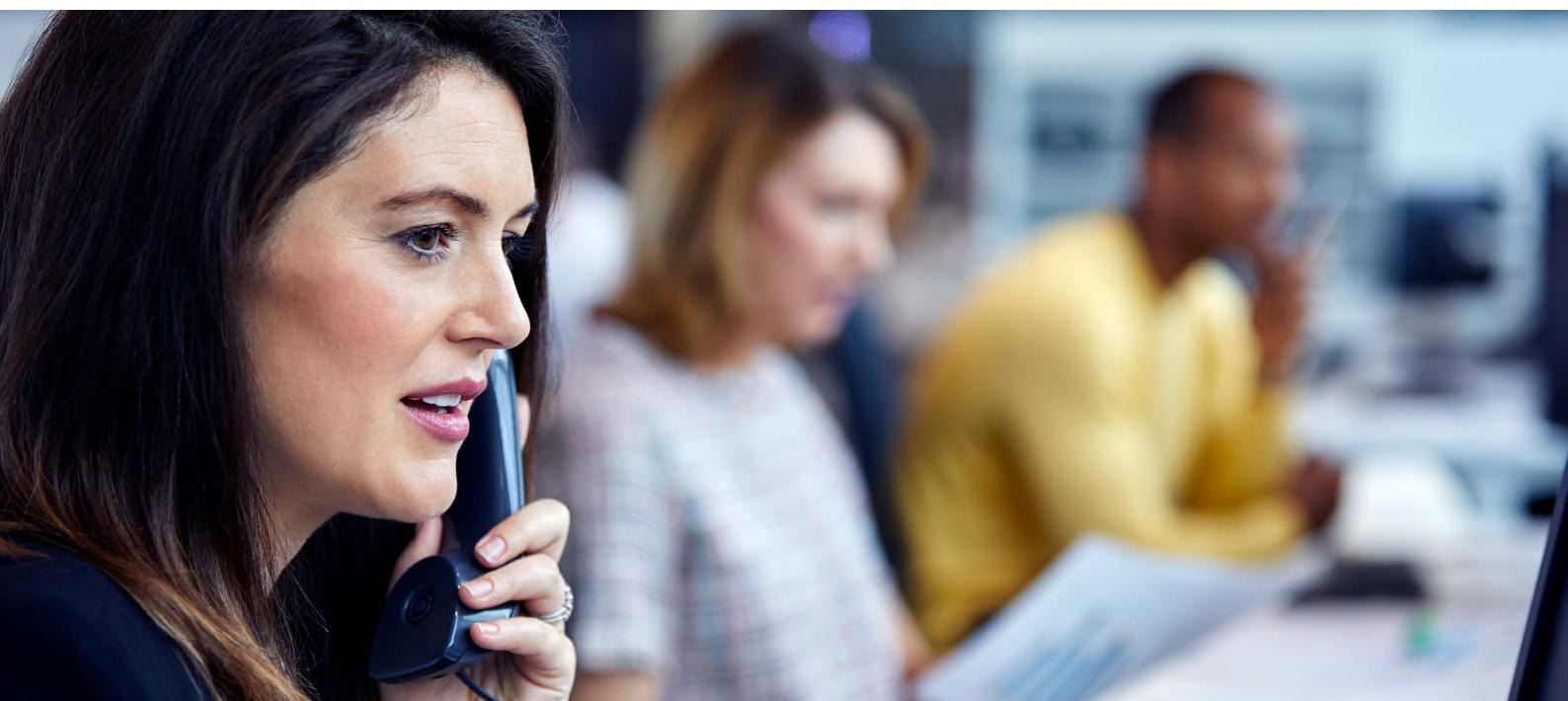
**Mean Pay Gap** is the difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

**Median Pay Gap** is the difference in pay between the middle-paid man and middle-paid woman in our organisation, usually expressed as a percentage. This is less affected by outliers.

**Quartile** is a division of entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to the highest-paid group (upper quartile).

**Contribution to Pay Gap** represents the number of percentage points a group contributes to overall mean pay gap, whereby summing all contributions per group will give the mean pay gap. This highlights which group contributes most to organisation's pay gap.

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	12.01	12.02	-0.07%	-0.68%	66.22%	33.78%	-4.72%
Lower middle quartile	15.45	14.66	5.09%	9.4%	69.86%	30.14%	-1.34%
Upper middle quartile	19.44	19.75	-1.6%	-2.12%	79.45%	20.55%	8.4%
Upper quartile	31.31	36.08	-15.22%	-8.36%	73.97%	26.03%	-2.46%



# Pay gap between men and women

Overall, at AvantiGas Ltd. women's mean hourly rate is **0.13% more**.

Mean pay per hour for men is **£19.79**, for women is **£19.81**.

Women's median hourly rate is **13.96% less**.

Median pay per hour for men: **£17.39**, for women is **£14.96**.

Women's mean bonus pay is **2.20% more**.

Women's median bonus pay is **22.32% less**.

This analysis is based on the government's designated methodology. Unlike "equal pay", which refers to pay relativities between men and women performing the same or similar work, the gender pay gap reflects the difference in overall average/median pay across a whole organisation, and thus reflects both pay levels across all employees, and the demographic spread of men and women across different levels of the business.



**The mean hourly pay gap of -0.13% is significantly lower than UK's National gender pay gap in 2023 of 14.3%**

(Source: Office of National Statistics).

Pay gap between men and women	Pay Gap (mean)	Pay Gap (median)
<b>Hourly pay gap</b>	-0.13%	13.96%
<b>Bonus pay gap</b>	-2.20%	22.32%

## PROPORTIONS OF WOMEN AND MEN WHO RECEIVED A BONUS FOR 2022/23



**89.89%**

OF WOMEN RECEIVED A BONUS

**94.09%**

OF MEN RECEIVED A BONUS

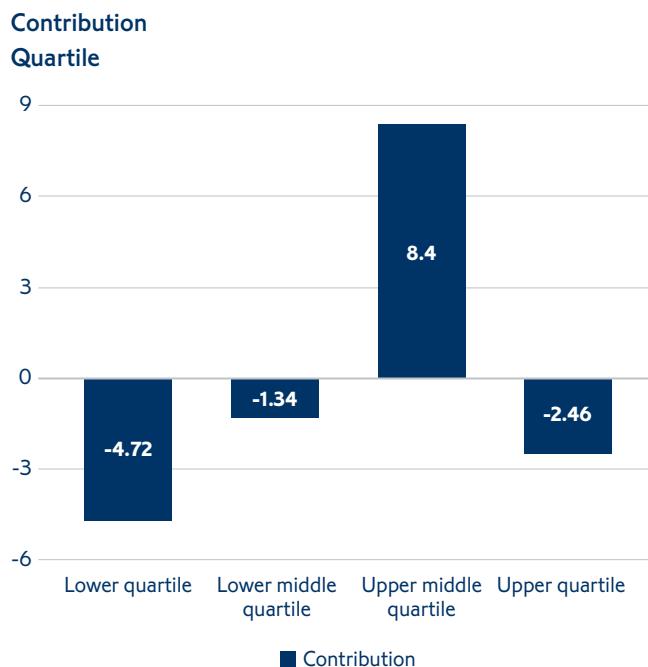
Women's median bonus pay **22.32% less**.

Women's mean bonus pay **2.20% more**.

All AvantiGas Ltd. employees are included in our Annual Performance Bonus scheme. The report shows less than 100% only because it includes new starters who at the time had not yet received their first bonus payment.

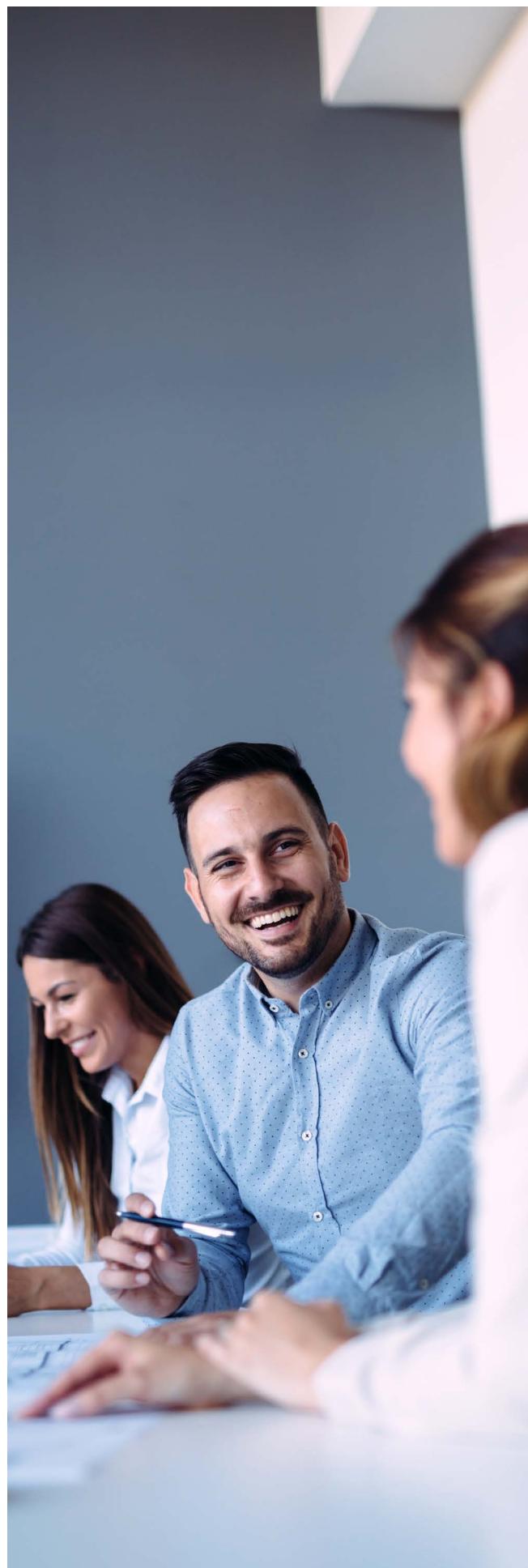
## CONTRIBUTION OF EACH QUARTILE TO THE PAY GAP

The Contribution section shows how a given sub-category i.e., quartile, contributes in percentage points towards mean pay gap.



## WORKFORCE REPRESENTATION BY QUARTILES

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.



## PAY GAPS BY QUARTILE

Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down our organisation's overall pay gap.



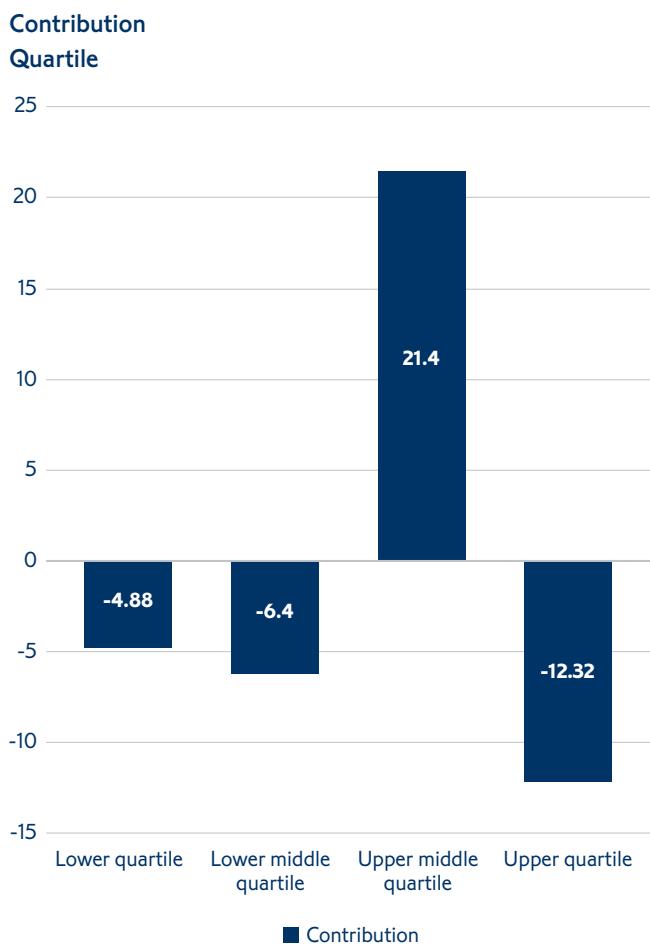
## PAY RANGES BY QUARTILES

This chart shows the pay ranges that provide the averages of Mean and Median for comparison.



## CONTRIBUTION OF EACH QUARTILE TO THE BONUS GAP

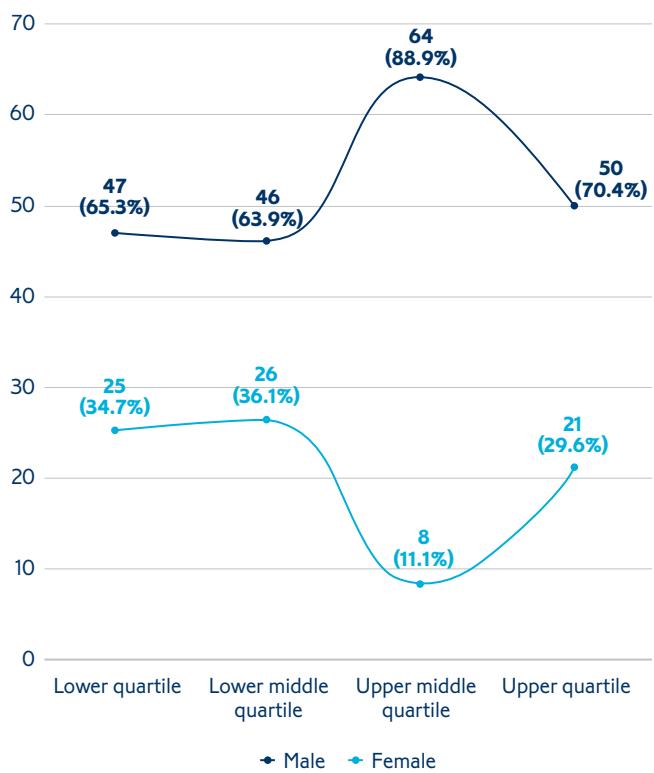
The Contribution section shows how a given sub-category i.e., quartile contributes in percentage points towards your mean bonus pay gap.



## BONUS WORKFORCE REPRESENTATION BY QUARTILES

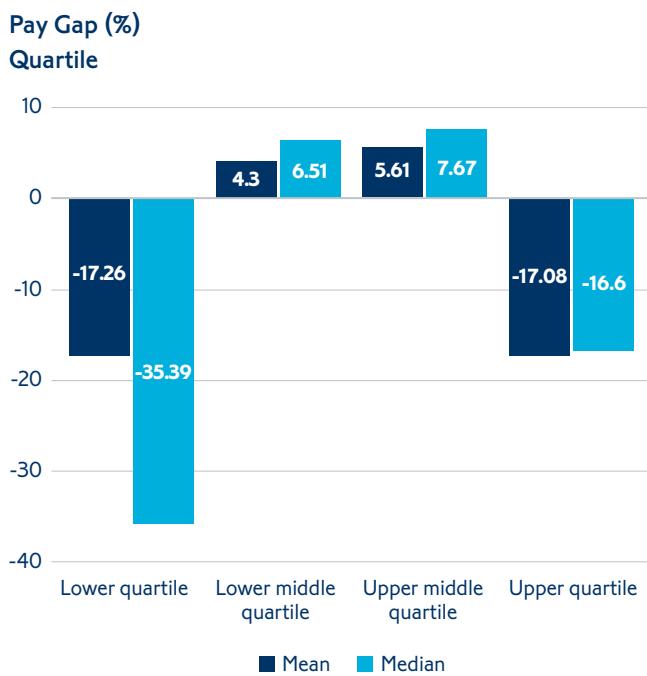
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate bonus pay quartiles.

### Number of Employees



## BONUS GAPS BY QUARTILES

Each Quartile has its own separate bonus pay gap, comparing them shows what levels of bonus pay present the key imbalances and breaks down our organisation's overall bonus pay gap.



We take great pride in every single one of our people and value their importance to make our business successful. Our Gender Pay Gap Report will help us build on the improvements we've made to improve gender diversity at AvantiGas and put in place our action plan for change.

Should you have any questions, please contact the HR team on [hrenquiries@avantigas.com](mailto:hrenquiries@avantigas.com)

