



Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Whilst the number of apprenticed employed has now fallen below this number, we will continue to report on a voluntary basis.

Apprentices managed by OPITO as part of the APTUS Oil & Gas Technical Apprenticeship Programme (formerly OGTAP) are employed and paid equally through OPITO Training Management Limited (OTML). All OTML employees participate in apprenticeship schemes.

Over the course of the apprenticeship, employees (apprentices) are paid according to a number of factors which are based on the apprenticeship timeline. The actual salary of an OTML employee will depend on what stage of the apprenticeship programme they are working through.

The factors which impact salary include the following:

- Stage of apprenticeship – as employees progress through their apprenticeship, their salary will increase
- Age of apprentice – in the first two years of both apprenticeship programmes, salaries are based on the UK National Minimum Wage rates which are determined by the individual’s age
- Entitlement to specific benefits in relation to travel and accommodation requirements

Based on the above factors, the following figures have been calculated for 2024/25:

Difference in mean hourly rate of pay	4.2%
Difference in median hourly rate of pay	2.3%
Difference in mean bonus pay	3.2%
Difference in median bonus pay	44.4%

	Male	Female
Percentage of employees who received bonus pay	6.9%	12.5%
Employees by pay quartile		
Upper quartile	98.0%	2.0%
Upper middle quartile	78.0%	22.0%
Lower middle quartile	90.0%	10.0%
Lower quartile	85.7%	14.3%