GENDER PAY GAP 2026

Report reference: GPG26
Date: 10/2026



EXECUTIVE SUMMARY

Via East Midlands Ltd's gender pay gap results for 2026 present a mixed picture. The mean hourly pay gap decreased from £0.56 (3.2%) in 2025 to £0.39 (2.1%) in 2026, representing a reduction of 30.36%. However, the median hourly pay gap increased from £1.08 (7%) to £1.47 (9%), an increase of 36.11%. While the reduction in the mean pay gap is positive, the increase in the median gap highlights the need for continued focus on addressing gender representation across the organisation.

INTRODUCTION

At Via East Midlands Ltd, we are committed to creating a fair, inclusive, and equitable workplace where everyone can thrive. We value diversity and are working continuously to reduce any gender-related disparities across our organisation.

Via operates to deliver sustainable highways services for Nottinghamshire, with our primary customer being Nottinghamshire County Council. All profits are reinvested into the county.

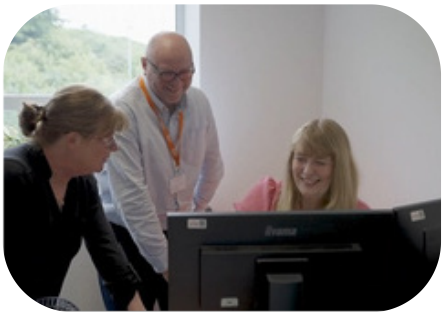
OUR SERVICES AND WORKFORCE

Via delivers multi-disciplinary design and consultancy services, highway maintenance, construction, signals and lighting, environmental management, fleet services and road safety. In addition to this, Via provides key highway management services to NCC including customer liaison, street works coordination and highway asset management.

As of 5 April 2026, Via employed 686 staff across seven sites, covering over 4,100 kilometers of highway network.

This report outlines our gender pay gap data for the snapshot date of 5 April 2026, in line with the UK Government's gender pay gap reporting regulations.

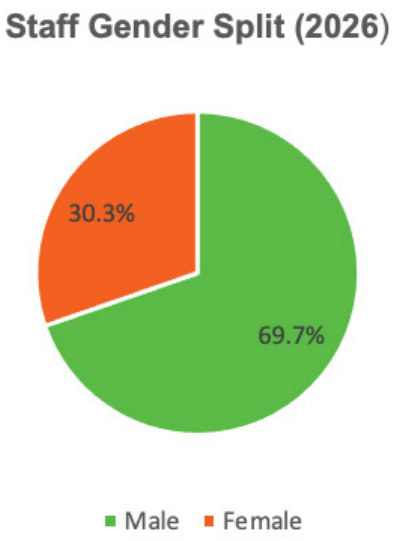




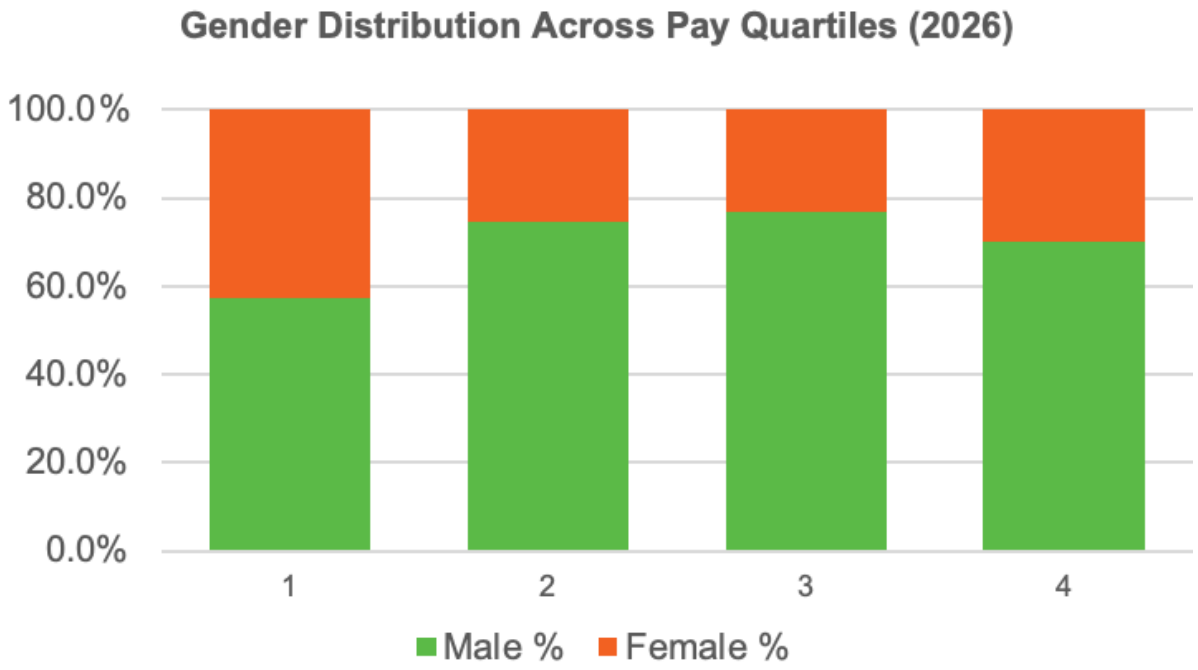


STAFF GENDER SPLIT

Across Via, men represent 69.7% of the workforce and women represent 30.3%. At the snapshot date, the relevant workforce comprised 478 men and 208 women. This gender distribution is reflective of the wider construction and engineering sectors in which Via operates.

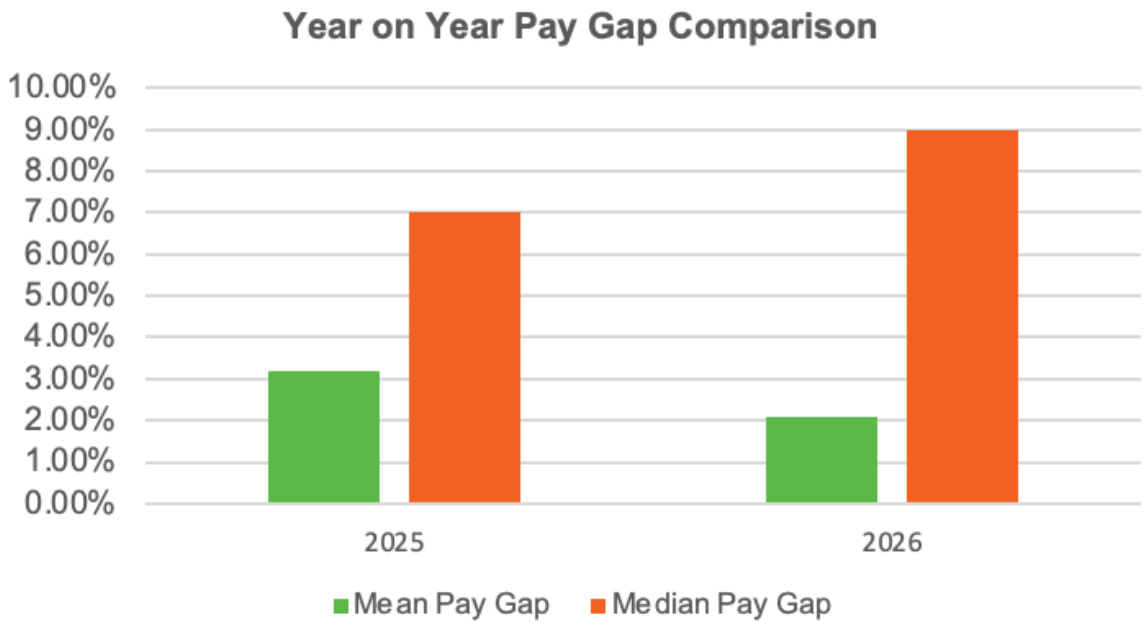


The proportion of women is highest in the lower quartile, where women represent 42.7% of employees, compared with 25.6% in the lower-middle quartile, 23.3% in the upper-middle quartile and 29.8% in the upper quartile. The higher representation of women in the lower quartile is influenced by School Crossing Patrol roles, which are predominantly held by women.



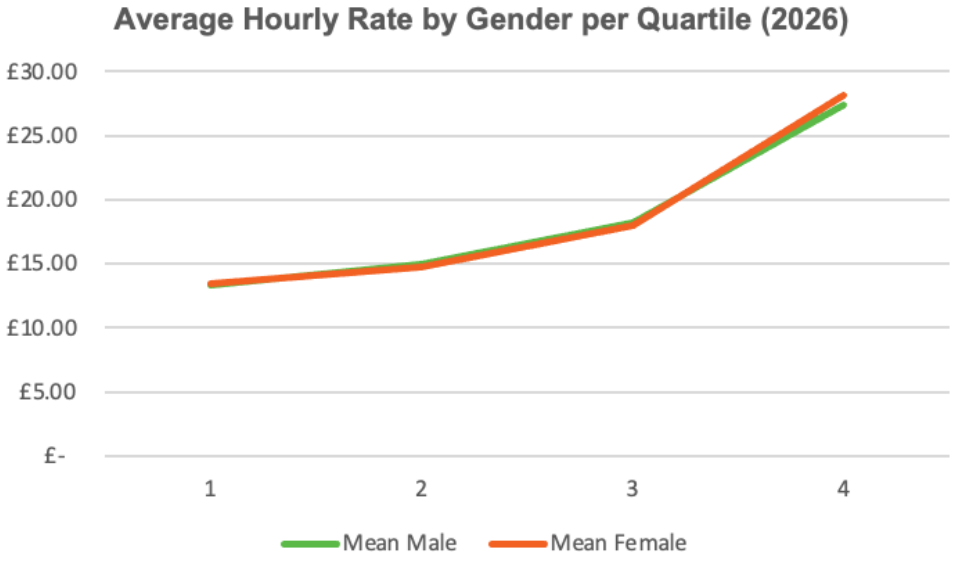
GENDER PAY GAP DATA

Mean hourly rate gap: £0.39 (2.1%) down from £0.56 (3.2%) in 2025.
Median hourly rate gap: £1.47 (9%) up from £1.08 (7%) in 2025.



Pay differences within individual quartiles are relatively small. Based on mean hourly pay, women earn slightly more than men in the lower quartile (1.1%) and upper quartile (3.1%), while men earn slightly more than women in the lower-middle quartile (1.2%) and upper-middle quartile (0.9%).

Median hourly pay is equal in the lower quartile; the median gaps are 0.5% in the lower-middle quartile, 1.9% in the upper-middle quartile and 2.0% in the upper quartile.



Although reporting pay gaps within each quartile is not a statutory requirement, this additional analysis helps us understand how pay and gender representation vary across the organisation. The relatively small differences within quartiles support our continued focus on consistent pay arrangements, while the overall gap highlights the effect of the distribution of men and women across different roles and pay levels.

BONUS

Via does not operate a formal bonus scheme, and bonuses were not paid within the year.

COMMENTS

The data indicates that Via's overall gender pay gap is influenced by the distribution of men and women across roles and pay levels. Gender pay gap reporting is different from an equal pay assessment and does not, by itself, determine whether equal pay is being provided for equal work. We support fair and consistent pay through our job evaluation framework, pay arrangements and inclusive people policies.

FURTHER COMMITMENTS

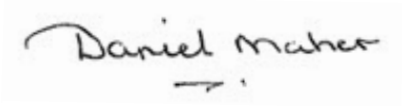
We aim to further reduce the gender pay gap by

- Enhancing recruitment strategies to attract diverse talent
- Supporting career progression for underrepresented groups
- Promoting flexible working arrangements
- Monitoring pay equity across all roles

Developing an Equality Action Plan that sets out actions to reduce our gender pay gap and strengthen support for colleagues experiencing perimenopause and menopause, in preparation for the anticipated reporting requirements from spring 2027.

CLOSING STATEMENT

We are proud of the progress made and remain committed to continuous improvement in gender equity across our organisation.



Daniel Maher
Managing Director