

# PEER WGEA – Employer Statement

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**PEER** is committed to being recognised as a leader in promoting diversity within trade-focused apprenticeships and in supporting industry access to a skilled and inclusive workforce. We have a dedicated strategy, supported by clear targets, to increase female participation in the construction and defence industries through the apprenticeship pathway. As a result, female representation across our total workforce has grown from 11% to 16% over the past three years.

The WGEA report indicates that, on average, women at PEER are paid more than men. Our workforce comprises of apprentices employed through the GTO in the construction and defence industries, alongside corporate staff who support and deliver training. The apprentice cohort is predominantly male, and the lower wage structure associated with apprenticeship roles has a significant influence on overall remuneration data when compared to the corporate workforce.

Looking ahead, PEER remains focused on strengthening initiatives that increase female participation in trade and defence careers, guided by three dedicated gender equality targets and ongoing engagement with industry.

Approved 19<sup>th</sup> February 2026