

energetics



UK Gender Pay Gap Report 2017

Introduction

- Energetics play a vital role in connecting people to essential electricity, gas and water services to meet their everyday needs.
- We value diversity and believe in providing equal opportunity in our business.
- We recognise our workforce is male-orientated which is typical in utilities and it is something we want to help change.
- New UK Government legislation effective April 2018, requires all companies employing more than 250 employees to publish their gender pay gap data and show the percentage difference between the average earnings of men and women.
- We are not required to report on gender pay gap as none of the companies within the Energetics Group have more than 250 employees - but have chosen to publish our Group data and show where we are making progress to improve our gender balance.

Gender Pay Gap

- This is a measure of the average earnings of men and women across the organisation, taking into account basic salary and bonus/commission earnings.
- It is not about equal pay which is ensuring men and women who carry out the same/similar jobs or work of equal value are paid the same.
- All UK organisations employing over 250 employees are required to report annually on their gender pay gap and show:
 - Mean and median gender pay gap
 - Proportion of males and females by quartile pay band
 - Mean and median gender bonus/commission gap
 - Proportion of males and females receiving a bonus/commission payment

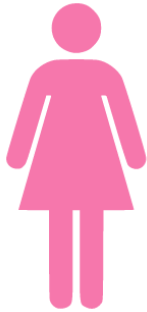
Energetics Group Workforce

Total Group Headcount at 5th April 2017 - 394 employees

Current Workforce



Male
77%



Female
23%

Executive Team



Male
80%



Female
20%

Mean and Median Gender Pay Gap

Mean Gender Pay Gap

(difference in average hourly rates of pay between men and women)

11.4%

Energetics

17.4%

National Average

Median Gender Pay Gap

(difference in the midpoint of the ranges of hourly rates of pay for men and women)

19.9%

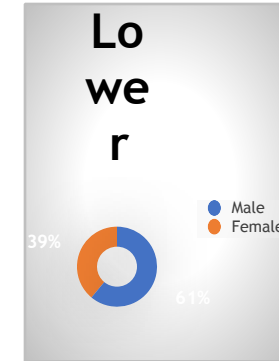
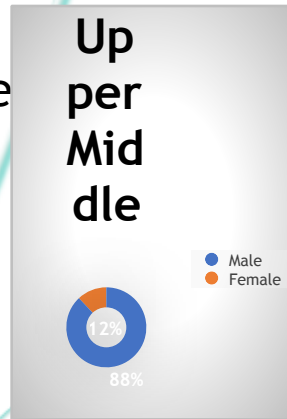
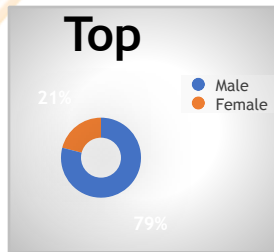
Energetics

18.4%

National Average

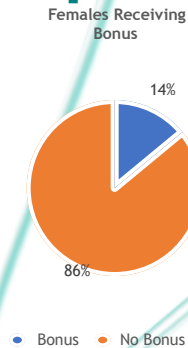
Quartile Pay Band Gap

The distribution of gender across our four pay bands:

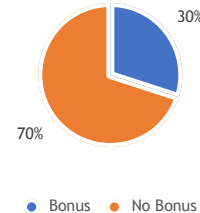


- Of the highest 25% of earners in the business, 79% are male and 21% are female.
- Female have the highest representation in lower quartile roles such as administration and clerical functions.
- This is due to occupation segregation which is the distribution of workers across and within an occupation based upon demographic characteristics.
- Energetics' workforce profile is male-orientated which is typical in the utilities, energy and construction sectors.
- Some sectors are more appealing to different demographics and this is a challenge for Energetics and within STEM related industries.

Bonus Pay Gap



Males Receiving Bonus



- 14% of female employees received bonus pay compared to 30% of male employees.
- Gender bonus pay gap is 55% which is the difference in average bonus pay that males and females receive, this is because:
 - Men are in most senior roles with larger bonus potential
 - Energetics is a male-orientated industry
- Gender bonus pay gap median is 0% which shows there is no difference in the midpoint of the ranges of bonus paid to males and females.

How we are closing the Gap

Energetics is committed to implementing a series of measures to promote a diverse workforce. This includes:

- Adjusting our recruitment processes.
- Introducing a 'Job Family' structure with harmonised terms and conditions.
- Adopting more flexible working practices and enhanced family-friendly policies.
- Using female ambassadors to inspire and attract talent.
- Identify key individuals in the team who can act as a career mentor and support females' development and career progression.
- New Trainee Designer Programme - 38% females.
- Female apprentice appointed onto Craft Apprenticeship Programme.
- Introduce performance management programmes to enhance employee development and succession planning .

Summary

- Energetics values diversity and believes in providing equal opportunity across its business operations.
- We welcome the introduction of gender pay reporting and have published our Group data to show where we are making progress to improve our gender balance.
- Female representation is growing at Energetics:
 - We have a large proportion of females in lower paid roles vs a larger proportion of males in higher paid roles.
 - 33% of females are in middle quartile roles creating future career development opportunities for women in senior business roles.
- We are happy with our progress but not complacent - we acknowledge there is further work to be done and will continue to take positive steps to close our gap.
- The information *provided* in this report is accurate and in *accordance* with the requirements of the *Gender Pay Reporting* Regulations.