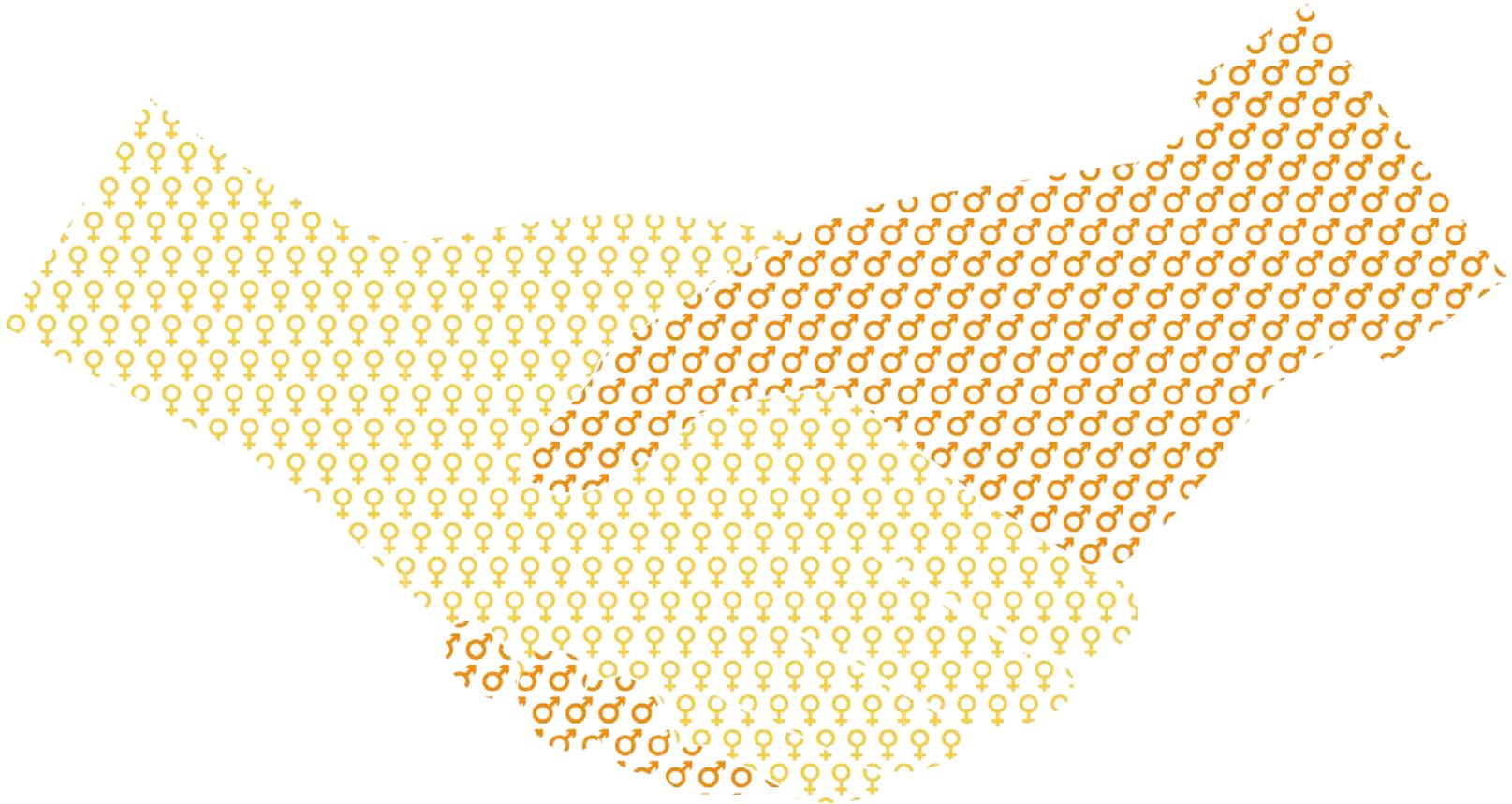


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# Energy Assets Gender Pay Gap Report 2018



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# What is the Gender Pay Gap?

At Energy Assets (EA) we are committed to ensuring equal opportunities for all, and we value and promote diversity across our Group. We believe that having a balance of women and men across all levels of our company will benefit not just us, but our Sector.

The Gender Pay Regulations require any company with 250 or more employees to report on the pay differences between male and female employees in the following areas:

- The difference in the mean hourly pay paid to men and women
- The difference in the median hourly pay paid to men and women
- The difference in mean bonus pay
- The difference in median bonus pay
- The proportion of male and female employees who received bonus pay
- The numbers of men and women in each of four pay bands (quartiles), based on the employer's overall pay range

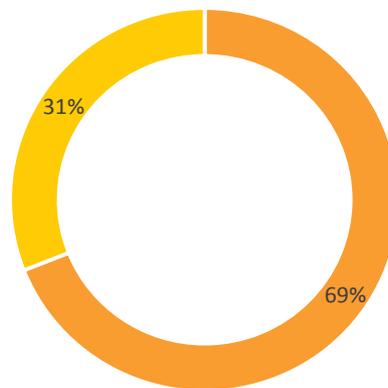


# Our results: At a glance

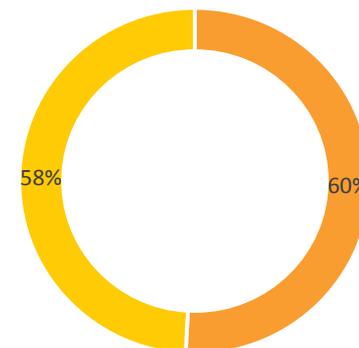
QUARTILE	% WOMEN	% MEN
Upper	15%	85%
Upper Middle	10%	90%
Lower Middle	41%	59%
Lower	60%	40%



Workplace Representation



% Who Receive a Bonus By Gender

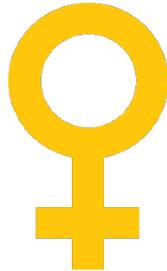


# Our results: At a glance

**17.4%**

(Mean Pay Gap)

The mean gender pay gap is the difference between the average hourly rate of pay



**41.3%**

(Mean Bonus Pay Gap)

The mean gender bonus pay gap is the difference between the average hourly rate of pay

**35.1%**

(Median Pay Gap)

The median gender pay gap is the difference between the median hourly rate of pay



**9.0%**

(Median Bonus Pay Gap)

The median gender bonus pay gap is the difference between the median hourly rate of pay

# Our results: In comparison

## Mean Difference

 	UK mean % difference	EA mean % difference
Hourly rate	14.5%	17.4%
Bonus Gap	15.1%	41.3%

## Median Difference

 	UK median % difference	EA median % difference
Hourly rate	9.7%	35.1%
Bonus Gap	5.9%	9.0%

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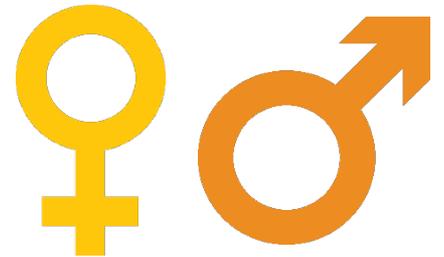
# What are our next steps

At Energy Assets (EA) we support the UK government initiative to bridge the gap in pay between women and men by creating mandatory transparency. We hope this leads to more businesses in the utility sector and beyond to be encouraged to strive for a more balanced representation of gender within their workforce.

As you can see from our results, the pay gap at EA is greater than the national average across hourly rate and bonus pay at both the mean and the median. This comes from having a higher proportion of males in our employment in senior positions, a statistic which is common within our market sector.

Our pay gap is impacted by the higher percentage of male employees in the upper and upper-middle quartiles this is due to a higher proportion of men in senior and technical roles.

EA appreciates the need to bridge this gap and has already started to make a number of changes within our business.



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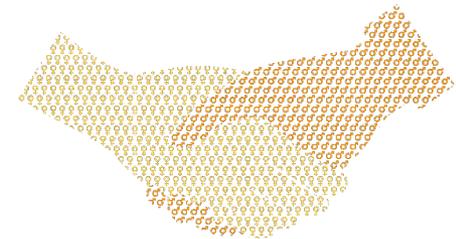
# How will we close the gap?

Energy Assets recognises that we have a role to play in encouraging more females into our Sector at all levels. We are committed to creating a diverse and inclusive culture where women and men can develop and grow without barriers.

We will achieve this by:

- Promoting inclusive recruitment practices
- Encouraging and supporting flexible working practices and family friendly policies
- Succession planning, in particular mentoring women to progress into senior roles within the Group
- Role modelling; identifying female role models within our business to encourage and support the development of others
- Continual review and feedback via our annual Employee Survey

**Energy Assets  
is committed to making a  
positive change**



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The information in this report is true and accurate and conforms to the regulatory requirements.



Colin Lynch  
CEO, Energy Assets Ltd  
April 2019

