



Gender Pay Gap Report 2020



Energy Assets

At Energy Assets we recognise the value in our people. We believe that our employees are a central driver of our success and will ultimately support the business to deliver its vision and goals.

With our values in mind, and placing our people at the centre of our strategy, we remain focused on innovation, never stand still, continue to develop, grow and nurture our employees, and ensure we build upon our successes.

The success of the Energy Assets group is a joint responsibility; each and every person can contribute to our vision, demonstrate our values and drive success. To succeed, we need the right people with the right skills in place at the right time. Led by people who not only champion our culture but live and breathe our values, enabling everyone to be the very best they can be.

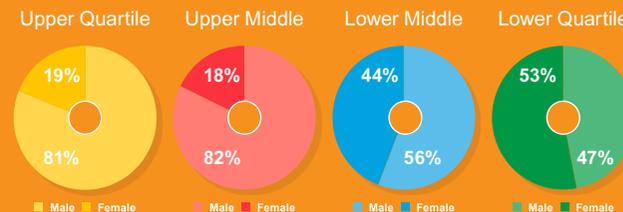
“As Group HR Director, and as a female in a leadership role I am both professionally and personally invested in ensuring Energy Assets is an inclusive, welcoming and inspiring place to work. Since our first Gender Pay Gap report we have noted a positive change in female representation in both the upper and upper middle quartiles”.

Jennifer Faichney
Group HR Director

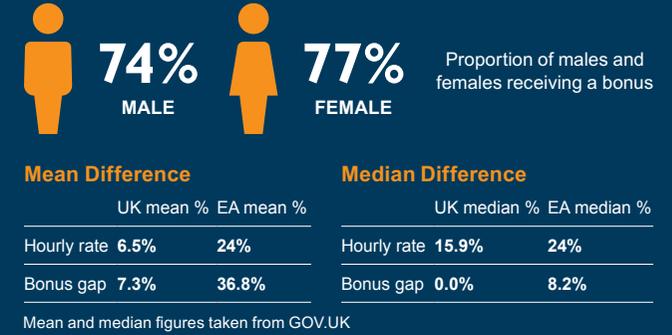
Our results: At a glance



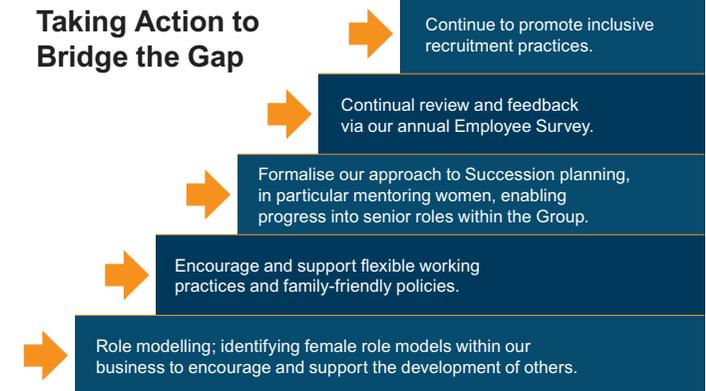
Proportion of males and females in each pay quartile



Our results: In comparison



Taking Action to Bridge the Gap



Summary

Our pay gap remains greater than the national average across hourly rate and bonus pay in both the mean and the median which is due to having a higher percentage of males in the upper and upper-middle quartiles in senior and technical roles, a statistic which is common within our market sector.

Whilst 2020 was a challenge we maintained the gains in female representation in the upper and upper middle quartiles reported in 2019. We continue to develop and nurture our female workforce and actively encourage the development of women within Energy Assets to help break down barriers and ultimately

to increase female representation at senior levels of the business.

As a recognised employer of choice, we are committed to creating a diverse and inclusive culture where everyone can develop and grow without barriers. We will continue to support the UK Government initiative to bridge the gender pay gap through a range of initiatives including inclusive recruitment, fair, consistent and transparent pay and reward practices and a culture which supports diversity. We will continue to drive efforts to correct any imbalance. Pay parity is critical as we work to close the gender pay gap.

What is the Gender Pay Gap?

At Energy Assets (EA) we are committed to ensuring equal opportunities for all our employees, 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 following data shows the difference in average pay and bonus pay between men and women in Energy Assets. This shouldn't be confused with equal pay – which is the difference between the pay of men and women who carry out the same (or similar) job, or work with equal value.



How did we calculate it?

Mean: calculated by adding up the wages of all male & female employees and divide it by the number of employees. The difference between the mean figures is the pay gap figure.

Median: calculated by listing all male & female employee's wages from highest to lowest & comparing the number that sits in the middle for each gender. The difference is the pay gap figure.