



# ENERGYASSETS



## Gender Pay Gap Report 2021



### What is the Gender Pay Gap?

At Energy Assets (EA) we're 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?

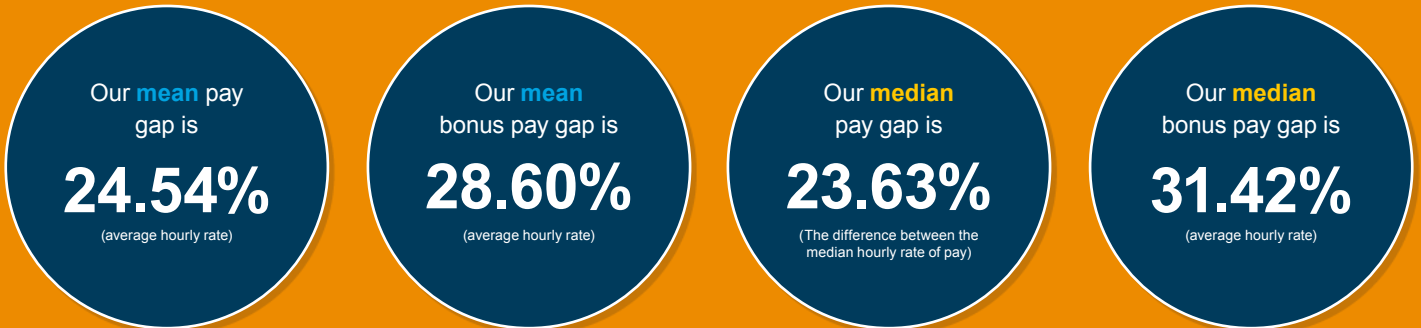
#### Mean:

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

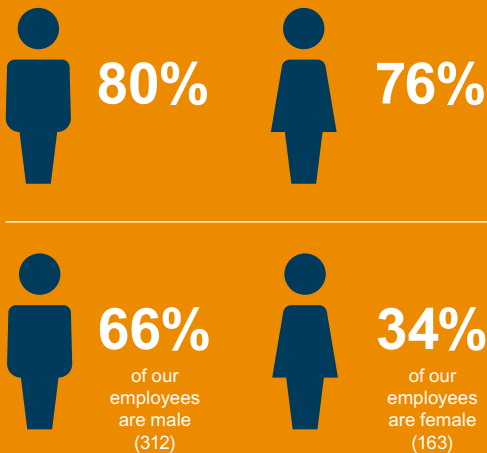
#### Median:

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

### Our results: At a glance



### Who received bonus pay



Total employees: 475

### Proportion of males and females in each pay quartile

