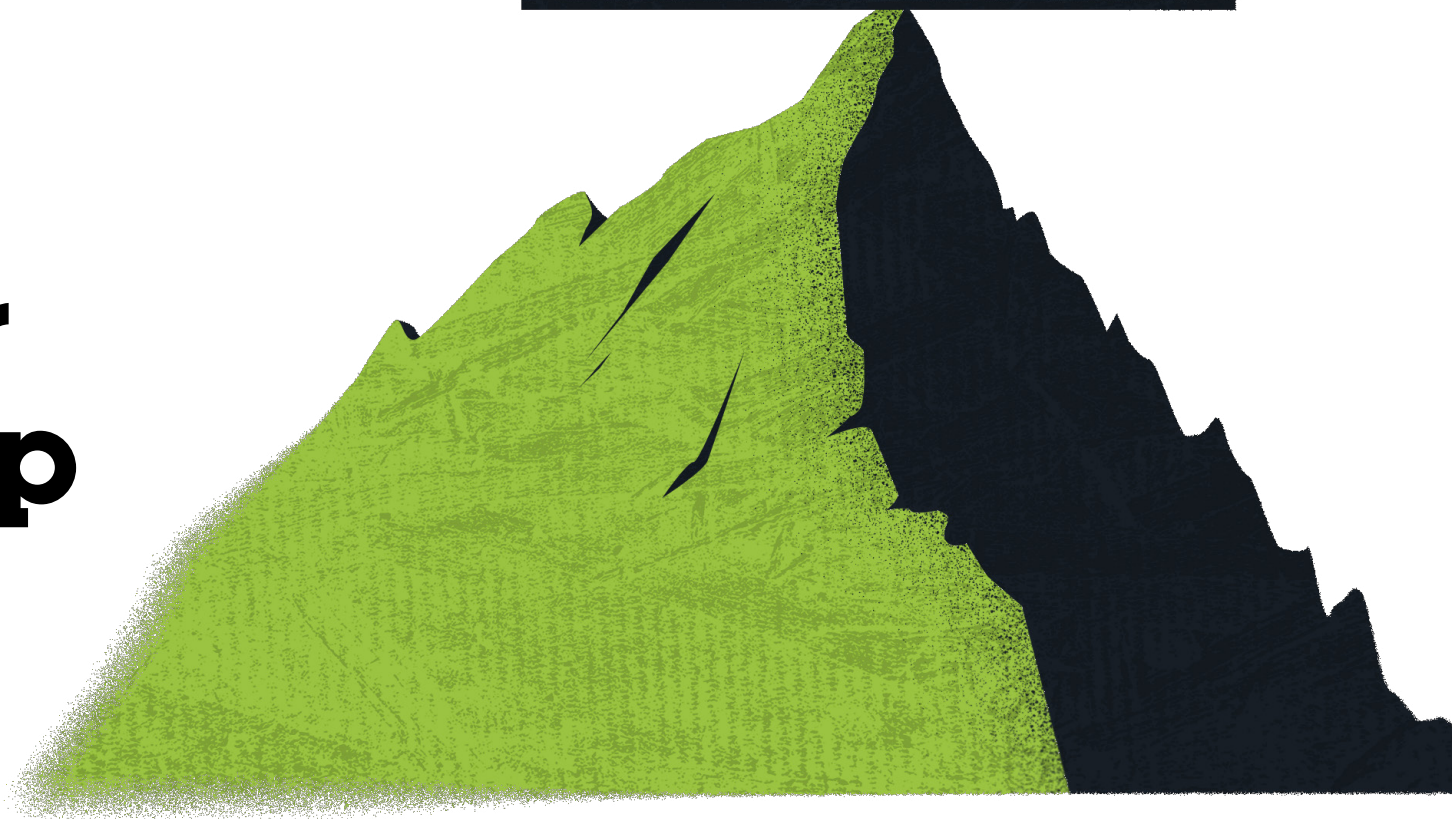
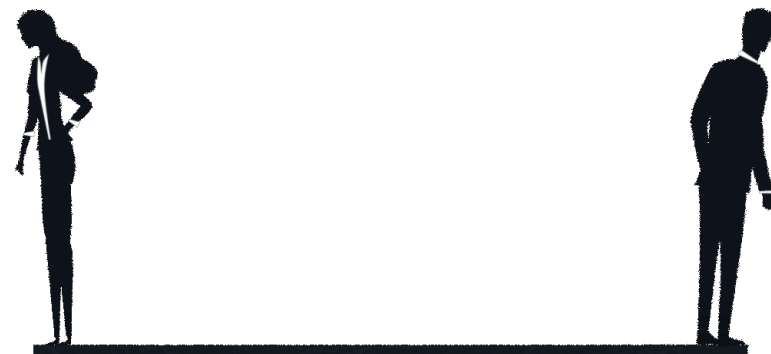


ecotricity

Gender Pay Gap Report

2023



Gender Pay Gap

Every year we are required to report our pay gap data. This report covers 2022 and uses a snapshot of our payroll in April last year.

Before we get into the numbers – it's helpful to understand a few points:

What is Gender Pay Gap?

The Gender Pay Gap is the difference between the average earnings of men and women across a workforce. It is measured two ways – mean and median average. The data, which employers with more than 250

employees are required to report by law, helps businesses like ours understand the size and causes of the gap so key issues can be identified and action taken to put them right.

We are required to report, by gender, the breakdown of general pay as

well as any sort of bonus payments awarded in the year.

There's always a narrative that supports the picture created by the metrics – so it is important that the numbers are looked at in conjunction with any internal and external influencing factors.

What does mean and median average mean?

The median average is the mid-point of everyone's pay (lowest to highest) for both men and women. The gap reported is the percentage difference between the two mid-points (men and women).

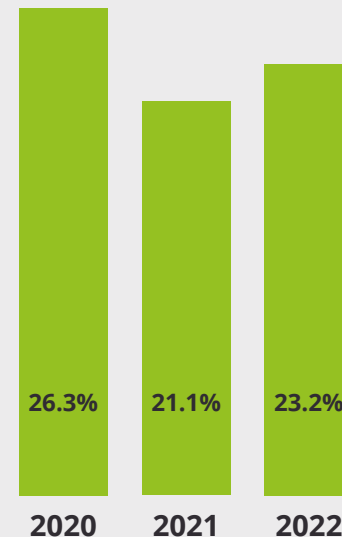
The mean average is the difference between the average pay of every man and every woman regardless of role.

Most businesses consider the median measure to be the most useful as a comparison measure. The mean average may be heavily skewed by a few highly paid people in a business.

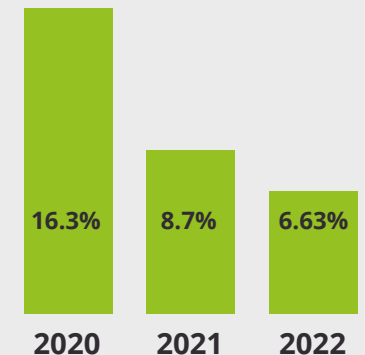
So...what are our results this year?

Average Gender Pay Gap - 2020 to 2022

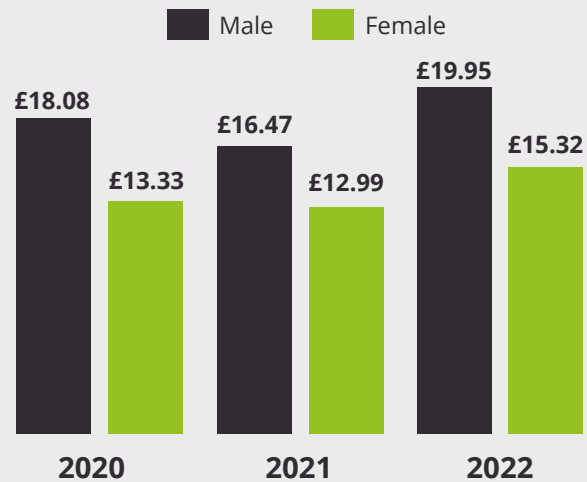
Mean



Median

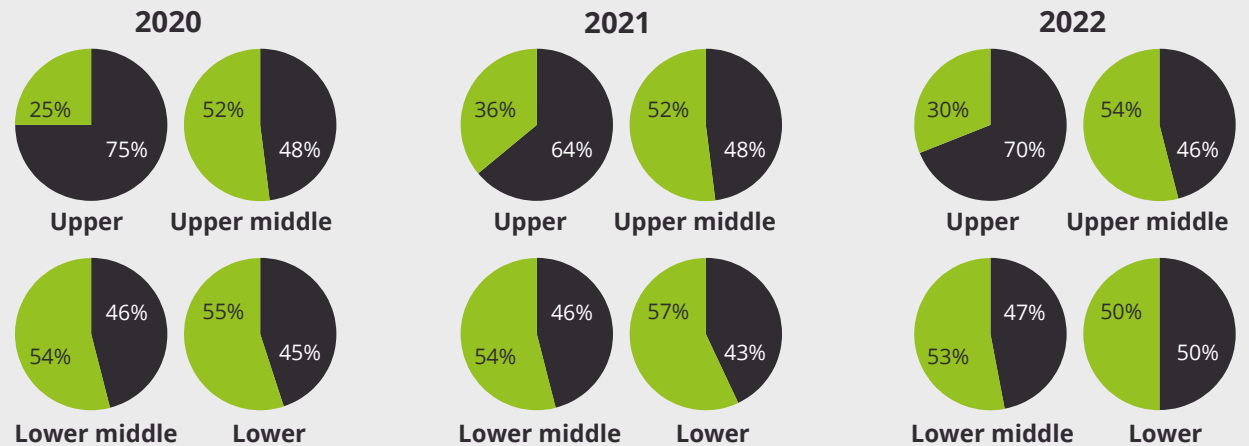


Mean Hourly Rate by Gender

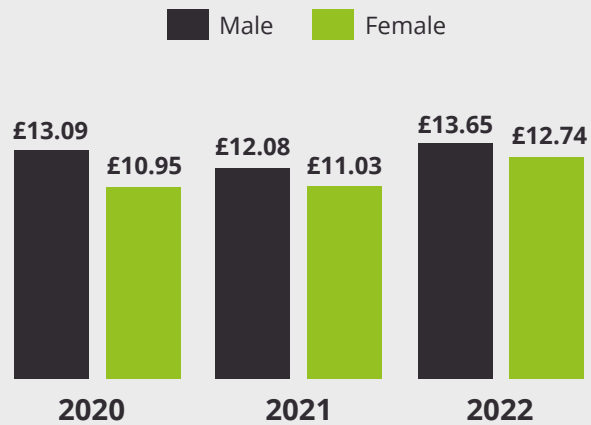


Quartiles by Gender

Male Female

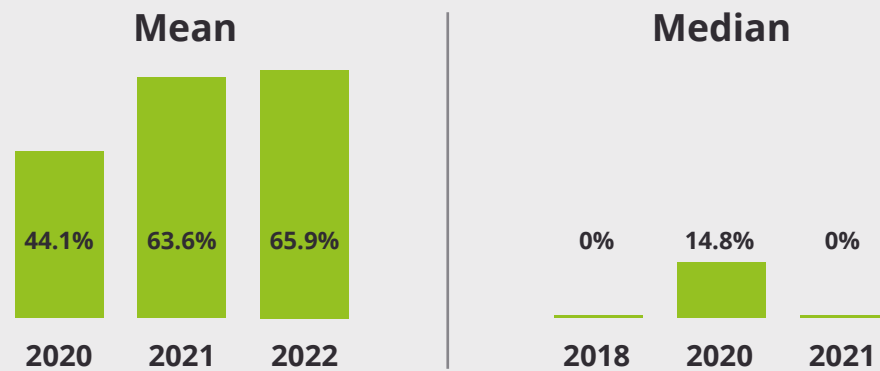


Median Hourly Rate by Gender



Average Bonus Pay Gap

83% of men and 85% of women received a bonus in 2022.



What does our data say?

For the second year in a row, we are thrilled to be reporting an improved gender pay gap result for some of our reportable metrics. We recognise the importance of closing the pay gap here at Ecotricity and we have remained focused on our pay decisions throughout the year.

Once again, we have seen our median results improve. As the measure that most businesses consider as the most appropriate and useful, this is exactly what we were hoping to see. Having halved the gap in 2021, to reduce it by a further 2% this year is something we feel rather proud of!

Conversely, we have seen a slight widening of the mean pay gap from 21.10% to 23.21%. This is not what we were hoping for, but having looked at the data in detail we can see how this has happened. We are pleased that it is not a significant change meaning we can hopefully drive further improvement by the time we report again in April 2024.

The gender split across our organisation tells an interesting story and is a significant contributing factor to our results. We are reporting this year that we have an exact 50/50 gender balance in the lower quartile. We have seen a 1% shift in favour of men in our lower middle quartile but female representation still remains higher than male at 53%. The great news is that we have seen increased female representation in the top two quartiles again this year. We have increased our split by 2% in the upper middle quartile, making it 54% female. Similarly, we've seen an increase of 5% in our upper quartile with 30% of that population now being female. This is a clear demonstration that our internal development commitment alongside our increasingly flexible working approach is supporting

women to achieve their career aspirations within the renewable energy sector. That said, we cannot shy away from the fact we have a 70% male representation in the upper quartile and it is that split that is the primary driver of our pay gap results.

Our bonus gap is a tale of two stories. Again this year, more women in our business were paid a bonus which is great but we do acknowledge that there is a rather large gap in the bonus value. This is essentially driven by performance payments made to the Senior Leadership team where female representation is significantly less and the fact we have more men working in our sales and engineering teams.

What will we be focussing on in 2023?

Whilst acknowledging the positive steps we have made this year, we know we need to do more and we understand that closing the gap again next year will take an even more focused effort.

As we said in our report last year, the key focus needs to be on improving female representation in the upper quartiles of our business. Our Senior Leadership team is male dominated although we have improved our position regarding that this year which is positive news.

The salary range in the upper quartile is particularly large. This is predominantly because many of the women in this quartile are in service and support leadership rather than technical roles and these tend to attract lower salaries. We need to focus on improving the balance of female representation on our Senior Leadership team.

As a business we know that the cost of living crisis

and market pressures are bringing pay more and more into focus for our colleagues. Over the past 12 months we have made two company pay awards, the last one more heavily weighted to support our colleagues on lower incomes. We are committed to keeping our general pay position under review and as a values driven business we want to ensure that we keep paying people fairly for the work they do.

Whilst we are taking these progressive steps to continue to reduce our pay gap, we must also acknowledge that our business faces many of the societal norms other businesses grapple with. As an innovative business at the cutting edge of renewable energy generation and environmentally impactful businesses, we have to accept that some of our roles are highly niche and often very technical - and these are traditionally filled by men.

We know that it is very unlikely that we will achieve a 0% pay gap because of these factors (last year 78% of UK companies reported a gap) but we will continue to do our best to reduce the size of the gap we have. This coming year we will continue to keep colleague pay under review. But we will also focus on how we attract women into our business, how we continue our great work to provide internal development opportunities for women and we will keep our working practices under review so we can support a more flexible approach to work. That will hopefully help us to drive down the gap in 2024. We are looking forward to publishing more positive news next year!



Asif Rehmanwala
Chief Executive Officer