

en**é**rgia group

Gender Pay Gap Report 2023



Introduction

Energia Group is a leading, long-term energy provider and infrastructure investor in Ireland, The Group comprises three main businesses: Renewables, Flexible Generation and Customer Solutions, which includes the Energia and Power NI residential and business supply brands.

Energia Group recognises that talented and innovative people want to work for responsible businesses. We are focussed on fostering a workplace culture that emphasises inclusion so every employee feels like they belong and are core to our successes.

Our Values of Trustworthy, Dynamic, Resourceful and Community Focused are the principles that we consider to be important for the well-being and prosperity of our employees, our customers, the communities of which we are a part and Energia Group itself. There are 17 UN Sustainable Development Goals and whilst Energia Group contributes to many of these SDGs, we identified 6

with which we believe our purpose is most closely aligned. In relation to the Gender Pay Gap, the Group's activities support SDG 8: Decent Work and Economic Growth and SDG 5 Gender Equality: To achieve gender equality and empower all women and girls in a variety of ways.



This report contains the Energia Group gender pay gap for 2023 and work being undertaken to build an inclusive workplace, supporting the broader values of inclusion, equality and opportunity in society.



Energia Group promoting Women in Engineering as part of International Women's Day and Engineers Week

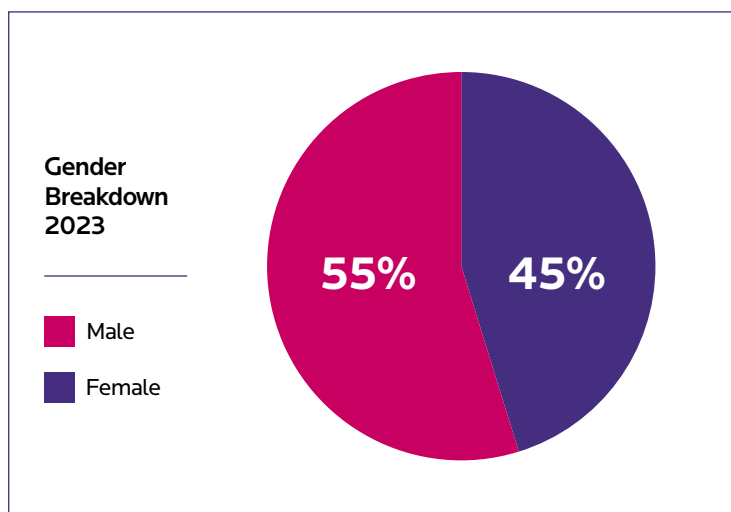
Overview of Energia Group

Energia Group is committed to being an organisation that recognises the value of diversity among its staff, and where all staff feel included and valued, irrespective and indeed because of, their uniqueness. We want to be recognised as being a great place to work where people feel they can be themselves.

In 2023 almost 1,100 people were employed by Energia Group across the island of Ireland and this report presents the gender pay gap for the entire Group, across all departments and career levels. During this period, 96.5% of all staff were employed on permanent contracts and one-eighth had part-time working arrangements.

Gender Pay Gap

The calculations reported are based on all employees on a snapshot date of 30 June 2023.



Pay Quartile	Male	Female
Quartile 1	51%	49%
Quartile 2	47%	53%
Quartile 3	49%	51%
Quartile 4	73%	27%
Grand Total	55%	45%

	Median Gender Pay Gap	Mean Gender Pay Gap	Median Bonus Pay Gap	Mean Bonus Pay Gap	Bonus Received Male	Bonus Received Female
2022/23 Snapshot date 30 June 2023	14%	28%	11%	40%	93%	92%

Energia Group proudly holds the Business Working Responsibly Mark. We support an inclusive and diverse workplace and are signatories to the Elevate Pledge and hold the Bronze Diversity mark.



Analysis of the Gender Pay Gap

Energia Group want all of its employees to feel valued and we are committed to creating greater equality in pay and reducing our gender pay gap.

From the analysis undertaken, two core reasons have been identified for the gap, these are:

- A lower representation of women in senior roles and higher paid technical roles
- Fewer women than men applying for roles across the Energia Group business (38% of applications were female/ 40% new starts female – 1st July 2022 to 30 June 2023).



International Women's Day

It should be noted that senior roles and higher paid technical roles within Energia Group tend to fall into Flexible Generation, Renewables, Engineering and Technology – as with other sectors and organisations, fields that are typically underrepresented by females aligned to wider issues regarding access to STEM roles.

Energia Group promoting Women in Engineering as part of International Women's Day and Engineers Week

Progress to Date and Next Steps

Energia Group is committed to building a truly inclusive workplace and has established programmes and partnerships to enhance access, and support employee participation and engagement. The Group established the Connecting Women in Energy network in 2021, is a signatory of the Business in Community Ireland’s Elevate Pledge, and in 2023 launched our Allyship@Work Statement of Intent.

The Group introduced two women’s health policies, Pregnancy Loss and Fertility Treatment and a Managers guidance document to support women through the Menopause forming part of the company’s broader strategy of supporting all employees through every life stage and fostering a culture of inclusion. Energia Group has established a partnership with Riley to provide free period care products to employees across all their offices.



Energia Group’s Women in Energy network announce partnership with Riley to provide free period care products to employees

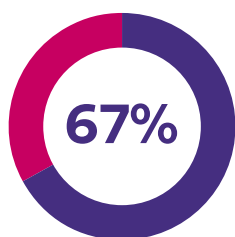
The partnership between the two organisations aligns to Energia Group’s commitment to provide a more inclusive working environment for women. This measure is one of a number being implemented by the Group’s as it focuses on gender related policies aligned to the UN Sustainable Development Goals (SDGs), specifically SDG 5 Gender Equality and SDG 8 on Decent Work & Economic Growth. Our ambition is to remain a strong force for positive change within the energy sector and society in Ireland.



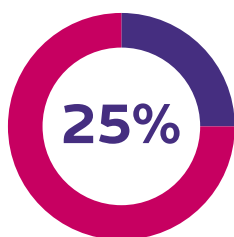
Suzi McKeown, Energia Group collecting the award for Women in Stem recruitment campaign of the year for Energy Moves Us

The Group has also made progressive changes to its recruitment practices to attract more female applicants and has been recognised for its focus on STEM recruitment. Energia Group won the Women in STEM Recruitment Campaign of the Year Award for 2Energy Moves Us” at the 2023 Women in STEM Awards.

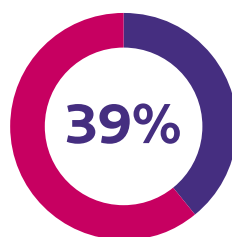
As such, in 2023 it should be noted that:



of new management roles were filled by females



of the Energia Group current Future Directors Programme (LEAP) is made up of females, compared to 13% in 2018



female representation for senior managers in the Energia Group High Potential Programme



female representation in the Energia Group First Line Manager Programme

Action Plan

While progress has been made regarding representation and is embedded at a strategic level across the Energia Group, the business has also developed a tangible action plan to address its gender pay gap.

This action plan consists of the following measures.

MEASURES

TO ENSURE THE GROUP'S RECRUITMENT STRATEGY RECRUITS AS WIDELY AS POSSIBLE

- with a consistent focus on diversity and inclusiveness.

This includes offering roles with blended work options, showcasing opportunities with Energia Group, tangibly supporting women returning to the workforce and building relationships with universities and academic institutions to attract a diversity of talent.

DEVELOPING A WELLBEING PROGRAMME TO SUPPORT WOMEN'S HEALTH & WELLBEING

Building on the establishment of the 'Connecting Women In Energy' network, work is being undertaken to ensure relevant legislation is implemented and communicated effectively and to also develop internal mentoring structures to support women in their career/ personal development.

ENSURING A CONSISTENT FOCUS OF THE ENERGIA GROUP PEOPLE STRATEGY

- in terms of the recruitment and retention of female colleagues.

In line with established activities and partnerships, such as the Group's work with Business in the Community, this will involve ongoing efforts to gain external accreditation in the area of Diversity, Equity and Inclusion, and also the fostering of existing employees for future development and promotion within the Energia Group.



Energia Group promoting careers in STEM through partnership with Calmast



Energia Group
The Liberty Centre,
Blanchardstown Retail Park,
Dublin 15,
D15 YT2H
Ireland

Energia Group

www.energiagroup.com