



Gender Pay Gap Report

April 2022

This report and the data contained within covers both of our UK companies:

- SmartestEnergy Limited and
- SmartestEnergy Business Limited



Foreword

In my capacity as Equity Diversity Inclusion manager of SmartestEnergy, I assure you that it is my mission to see that our diversity and inclusion agenda is positioned at the front and centre of all decision making at the company. I have no doubt that the actions we are taking today to support the hiring, engagement, and development of all our people will drive growth for our clients, communities, and people in the years to come. This progress takes time, and we are fully invested.

I joined SmartestEnergy in September 2022, discovering that we do particularly well with giving our employees a voice. Our steering groups are active in their conversations and deliberate in their actions. It is now time for us to amplify those diverse perspectives and voices and ensure that they have a stake in decision making and future company goals. Our gender gap is closing, but we have a long way to go. Looking at intersectionality and serving marginalised groups is our continued focus.

It is also important for us to be looking for ways to further our EDI goals with honesty, transparency, innovation, and inclusion at the heart of our targets. Being mindful of our duty of care to our greatest assets- our people- and continuing to support psychological safety and wellness in the workplace.



Claudia McIntosh, EDI manager

UK Legislations & Calculations



From 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' in the UK, you must comply with regulations on gender pay gap reporting.

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date' which is the 5th April.

We look at the hourly rate of pay and we also look at bonus pay. We make our calculations by mean and median. Staff on long term leave are excluded (sickness, paternity, maternity or adoption for example).

All staff are included for bonus calculations.

The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do like work.



How do we calculate it?

Pay data sets

1. % difference in the mean hourly rate of pay between male and female full-pay relevant employees
2. % difference in the median hourly rate of pay between male and female full-pay relevant employees
3. Proportions of male and female full-pay relevant employees in each of the four quartile pay bands a % of total full-pay relevant employees in the relevant band

Bonus data sets

1. % difference in mean bonus pay between male and female relevant employees
2. % difference in median bonus pay between male and female relevant employees
3. Proportions of male and female employees who receive bonus pay



What is the Gender Pay Gap?

The gender pay gap is the difference in the average salaries earned by men and women in an organisation. It does not compare salaries earned by men and women in similar roles.

Based on a snapshot of 4th April 2022, this year's data shows that the mean hourly pay gap at SmartestEnergy is 25%. These numbers are calculated based on an average of what we pay all men and women at our firm in the UK, regardless of their role, seniority or performance.

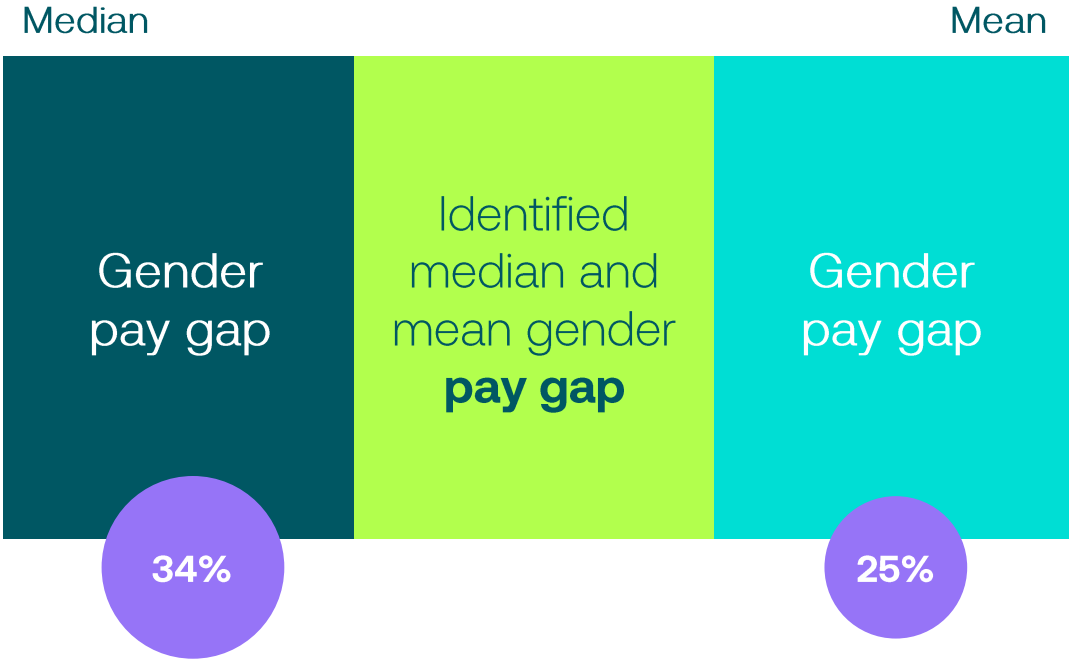


The Data

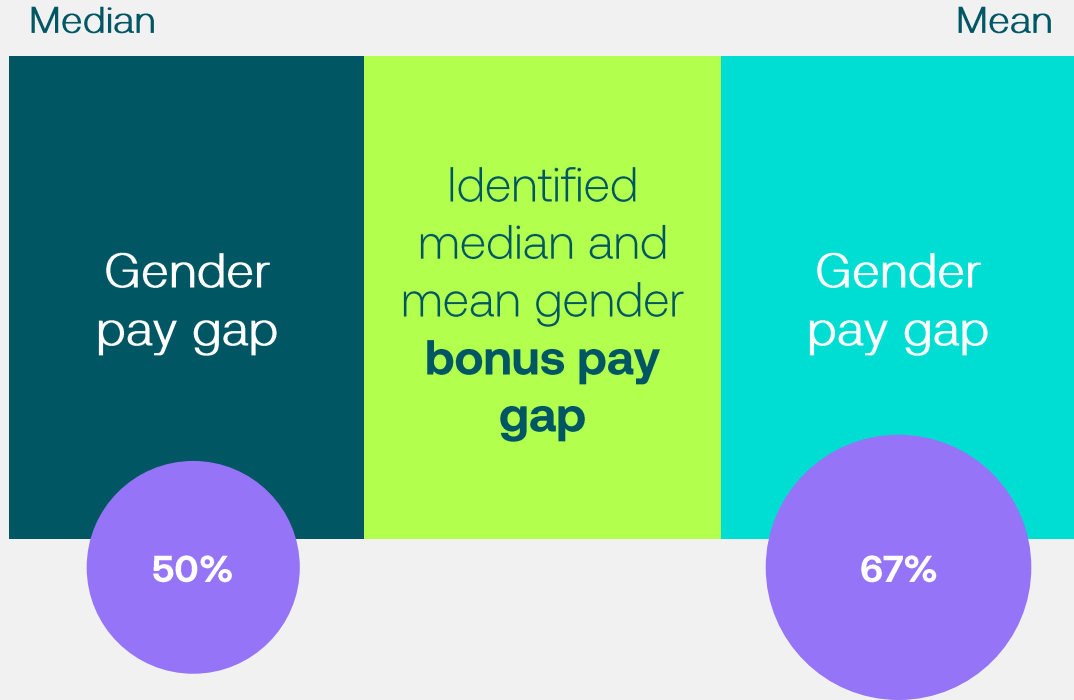


How did we measure up in 2022?

Hourly pay gap



Bonus pay gap

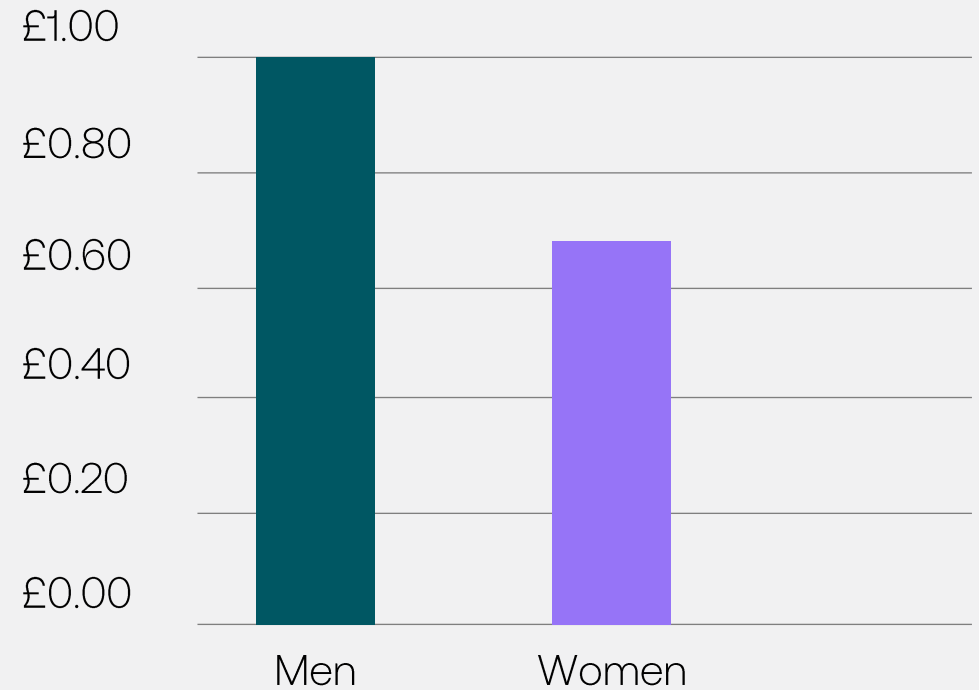


What does our data tell us in 2022?

Hourly pay gap

In this organisation, women earn 66p for every £1 that men earn when comparing **median** hourly pay. Their median hourly pay is 34% lower than men's.

When comparing **mean** (average) hourly pay, women's mean hourly pay is 25% lower than men's.



Median hourly pay gap

What does our data tell us in 2022?

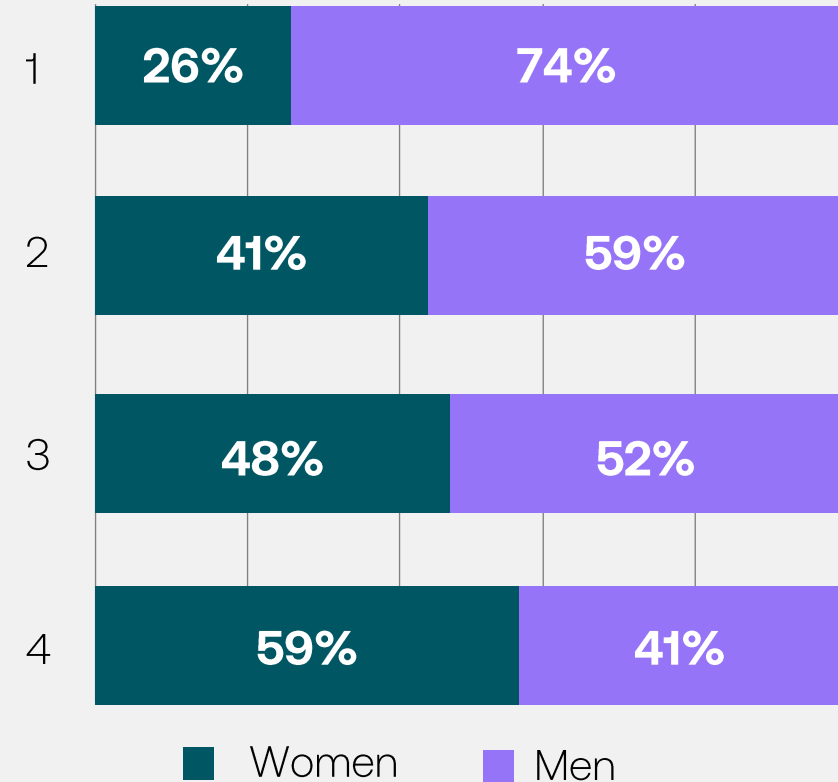
Hourly pay gap between pay quartiles

In this organisation, women occupy 26% of the highest paid jobs and 59% of the lowest paid jobs.

This has reduced slightly from 27% of women in the Upper Quartile to 26% in a year.

Pay quartiles give us an indication of women's representation at different levels of the organisation – our women are not represented at higher paid levels.

Our lowest quartile of women earners has risen from 47% in 2021 to 59% today.



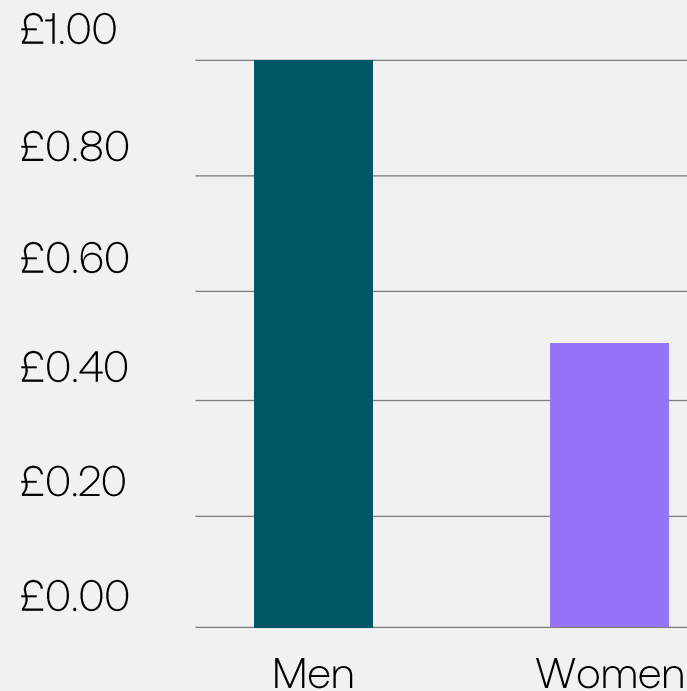
Pay gap between quartiles

What does our data tell us in 2022?

Median bonus pay

In this organisation, women earn 50p for every £1 that men earn when comparing **median** bonus pay. Their **median** bonus pay is 50% lower than men's.

When comparing mean (average) bonus pay, women's **mean** bonus pay is 67% lower than men's.



Median bonus pay

What has happened over time?

Hourly pay gap

Women earn **£0.74**
for every **£1.00** that
men earn

Women earn **£0.66**
for every **£1.00** that
men earn

Women earn **£0.58**
for every **£1.00** that
men earn



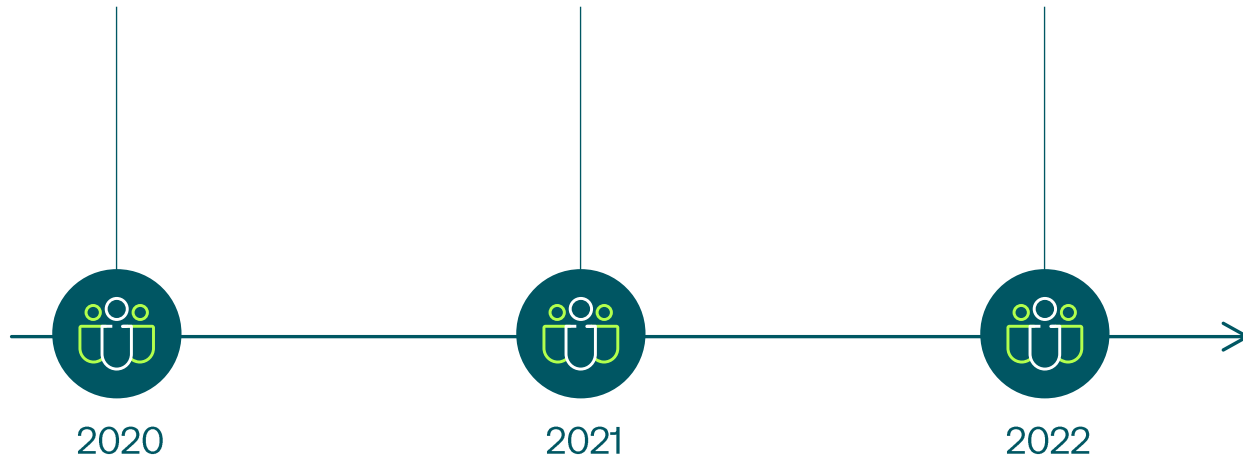
What has happened over time?

Hourly pay gap between pay quartiles

Women occupy **31%** of the highest paid jobs and **47%** of the lowest paid jobs

Women occupy **27%** of the highest paid jobs and **51%** of the lowest paid jobs

Women occupy **26%** of the highest paid jobs and **59%** of the lowest paid jobs



What has happened over time?

Median bonus pay

Women earn **£0.63** for every **£1.00** that men earn

Women earn **£0.13** for every **£1.00** that men earn

Women earn **£0.50** for every **£1.00** that men earn



34% of women received bonus pay 37% of men received bonus pay

60% of women received bonus pay 57% of men received bonus pay

86% of women received bonus pay 96% of men received bonus pay

In this organisation, women earn 0.50p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 50% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 67% lower than men's.

2020 In this organisation, women earned 63p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 36.9% lower than men's.

2021 In this organisation, women earn 13p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 86.7% lower than men's.

2022 In this organisation, women earn 50p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 50% lower than men's.

The Big Issues



What are the issues?

Quartile pay bands

Our data shows that we have the biggest proportion of women in the lower pay band, and the smallest proportion of women in the upper pay band. This means we have an opportunity to take action to attract and retain women into the higher pay bands. We also have a problem with moving the women who are in the lower pay band up the quartile pay bands and into those higher paying positions.

Bonus pay

Departments such Sales and Trading which have dedicated commission schemes also have disproportionately higher ratios of men to women. This means that although more women have been paid a bonus in the year of 2022 compared to the previous fiscal year, the bonus pay gap remains wide due to the difference in the amount of bonus pay received.



What have we committed to?

Expand our hiring pools

Although our gender pay gap is closing, we haven't moved the dial enough. During this business year it is important that we look at our recruitment processes and seek to advertise our jobs in spaces that support the advancement of women in the Energy industry. We are partnered with WUN to support with this action. We will take the necessary steps to review our job adverts to ensure the language is inclusive, welcoming, and provide women and other protected groups with the confidence and encouragement they need to apply.

Positive action for women

In 2021, all Vice Presidents were given the objective to meet gender-balanced shortlists through positive action on all recruitment campaigns – and this was achieved. In 2022, we have introduced an enhanced maternity leave pay scheme which offers pregnant people in the business with up to 39 weeks at 100% of their salary (inclusive of SMP) once they have eligibility to claim. We are proud of our family friendly policies and believe that by supporting growing families in this way, we can retain women in the business by allowing them to take the time they need without financial burden.



Our mission statement created by our employee networks



To create a culture which is open, collaborative and inclusive. A place where people can bring their authentic selves to work. To empower people to take action. These are our aims. **Does this sound like an environment you could thrive in?**



smartestbalance

Our networks

EDI at SmartestEnergy

The Equality Diversity Inclusion Strategic Group (EDISG), report to our CEO. They listen to the actions and needs of the Community Champion Steering Group (CCSG), and work innovatively to amplify their voices. The CCSG supports the Women in Energy, The Diverse Race and Cultures team, and the Diverse Sexualities and Genders team to deliver their message to relevant stakeholders, and to bring key topics to the attention of the wider SmartestEnergy community.

Women In Energy

This year our Women in Energy group brought International Women's Day to SmartestEnergy. We celebrated in all of our UK offices and it was an opportunity for Women and allies to share their experiences, raise concerns, learn from each other, and most importantly, show solidarity to women in the workplace. Moving forward, it is important that we not only continue to listen to women's views, and hear their voices, but that we also take the time, and conscious effort to make their experience at SmartestEnergy one where they can flourish and thrive. This can only happen with deliberate action.



Summary

Although there is much work to do in 2023 to make progress with our gender pay gap, and to address existing inclusion and equity cavities, I am thrilled to be supporting a team of individuals who appreciate, embrace and champion the power of EDI and those who are disrupters of gender inequalities.

At SmartestEnergy, we know that meaningful EDI actions have the capacity to transform the face of a workplace; providing inclusive opportunities and experiences for everyone.

Claudia McIntosh
D&I Manager



A message from the CEO

Our 2022 Gender Pay Gap Report reflects our dedication to provide equity and opportunity for women at SmartestEnergy. We recognise that there is still a way to go to achieve sustainable change, and to bring about the kind of gender equality that we want to see. Our core values 'One Team, One Future', 'Innovate to Accelerate' and 'Own It', underline the strength of our intent to drive gender equity. We understand how important it is that we live and breathe these values and act through the lens of EDI.

With ambitious diversity and inclusion initiatives and plans for 2023-24, we look forward to further building on our current efforts and continuing to take an active stance in our progress to improve the diversity agenda within SmartestEnergy with inclusion and equitable experiences being the driver in our journey. I confirm the data in this report is accurate.

Robert Groves