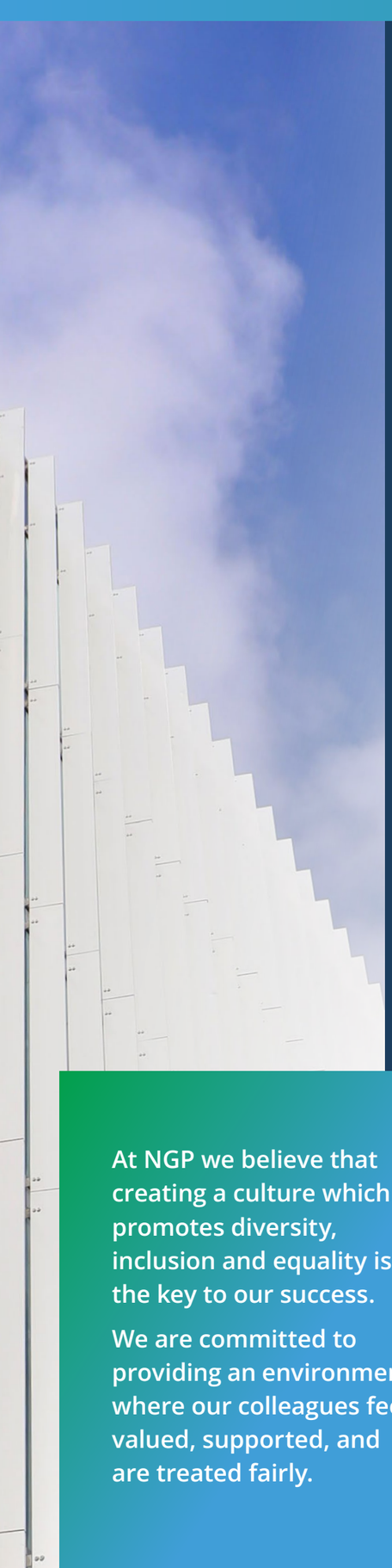
NORTHERN GAS AND POWER
THE SMARTER ENERGY CHOICE

Gender Pay Gap Report

2023



INTRODUCTION

At NPG Utilities Ltd (NGP) we support the reporting of gender pay gap figures to help promote gender equality in the workplace. NGP is Europe's largest energy consultancy and provides innovative solutions to help businesses reduce their energy consumption, costs, and carbon footprint.

ANALYSIS OF 2023 DATA

At NGP we have a mix of genders and demographics in our workforce based in a wide variety of roles across our head offices and home workers. Based on the mean and median gender pay gaps, we recognise that there is a gender pay gap within the organisation.

The key reason for this is that there are more men employed (see Employees in April 2023).

We also acknowledge that the largest population within our workforce are our sales teams, consisting of 81% male and 19% female colleagues (Sales Team in April 2023). We believe this to be a key contributor to our gender pay gap, due to the pay variations in remuneration packages and the fact that colleagues in these roles can earn performance-related uncapped commissions.

EMPLOYEES IN APRIL 2023

SALES TEAMS IN APRIL 2023

SUPPORT/SERVICE TEAMS IN APRIL 2023

In our support/service teams, the gender split is lower at 52% male and 47% female colleagues (Support/Service Teams in April 2023). This will contribute to the disparity between males and females receiving bonus.

As evidenced in the quartile distribution we have a lower proportion of women in senior leadership roles. Bonuses may be offered at these levels as part of the compensation package, which may contribute to the imbalance in the gender pay gap. We also have a higher proportion of females in part-time roles, which again, contributes to the gender pay gap.

At NGP we believe that creating a culture which promotes diversity, inclusion and equality is the key to our success.

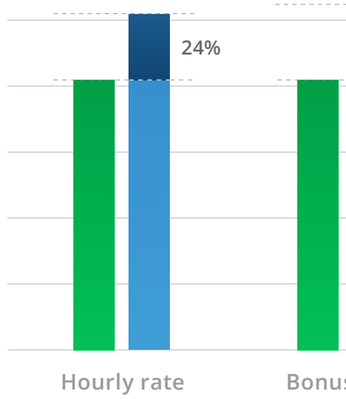
We are committed to providing an environment where our colleagues feel valued, supported, and are treated fairly.

SNAPSHOT DATE
5th April 2023

> The graphs below show our **overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date.** They also show the mean and median difference between bonus paid to men and women at NGP up to snapshot date.
>
> Both values indicate that men are currently being paid a higher hourly rate and higher bonus compared to their female colleagues.

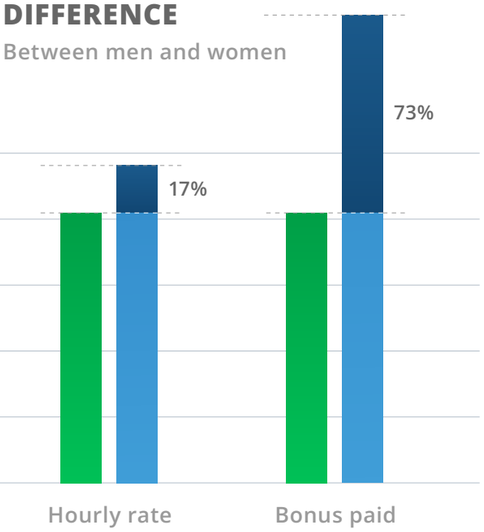
MEAN DIFFERENCE

Between men and women



MEDIAN DIFFERENCE

Between men and women



Women Men

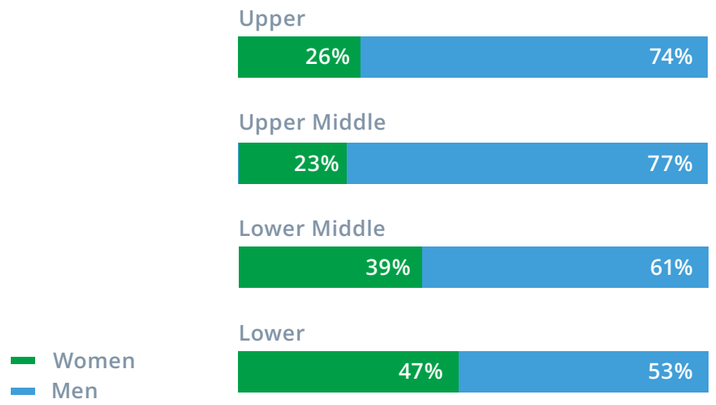
WHO RECEIVED BONUS PAY?

59%
of women

73%
of men

PAY QUARTILES

> Gender distribution across four equally sized quartiles. At NGP, **women occupy 26% of the highest paid jobs (up 4% from 2022) and 47% of the lowest paid jobs.**



INITIATIVES TO HELP CLOSE THE GAP

WOMEN IN LEADERSHIP

We will be relaunching our **Leadership Development program** to help identify and train future female leaders.

EMPLOYMENT STANDARDS

We will continue to be a Real Living Wage employer.

We are **fully transparent with our salary packages during recruitment and selection processes.** All of our adverts include salaries or salary ranges.

We ensure **regular benchmarking is carried out across all roles at all levels.**

FAMILY-FRIENDLY POLICIES

We support women within our workforce with family-friendly policies, such as **enhanced maternity pay and flexible working.**

We are committed to **continuous reviews of our policies.**

NGP'S WOMEN'S NETWORK

We have an **established Women's Network** suggesting improvements that have been implemented within the workplace **to improve our colleague experience for women.**

We are currently reviewing our colleague networks with plans to launch a new **Colleague Engagement Forum and I&D subforum.**

ATTRACTING WOMEN TO OUR SALESFORCE

We will look for ways to attract more female applicants into our sales roles, including advertising on specialist job boards and using gender-neutral language in our job adverts.

DECLARATION

CLAIRE DEVLIN,
Head of People

DECLARATION
I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

SCOTT HIGH,
Global People Director

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