NORTHERN GAS AND POWER
THE SMARTER ENERGY CHOICE

Gender Pay Gap Report

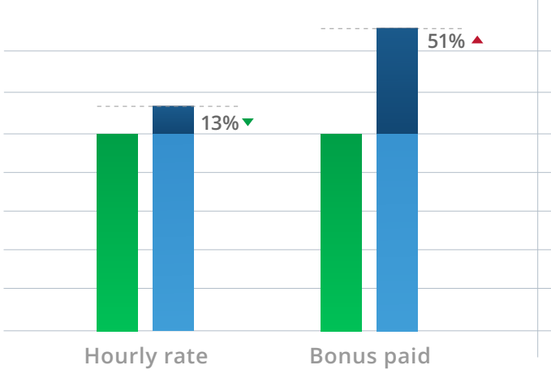
2024

PAY AND BONUS GAP

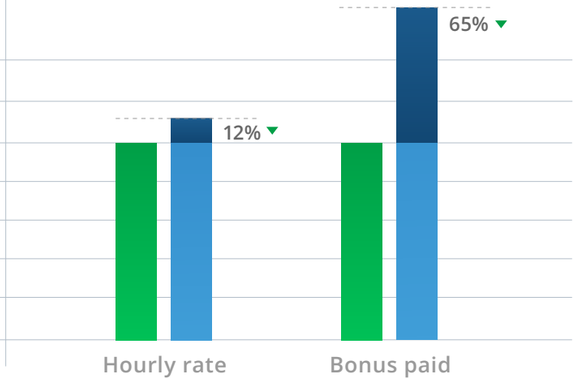
The graph below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also shows the mean and median difference between bonus paid to men and women at NGP in the year up to 5th April 2024.

SNAPSHOT DATE
5th April 2024

MEAN DIFFERENCE
Between men and women



MEDIAN DIFFERENCE
Between men and women



Women Men Increase/decrease since 2023 report

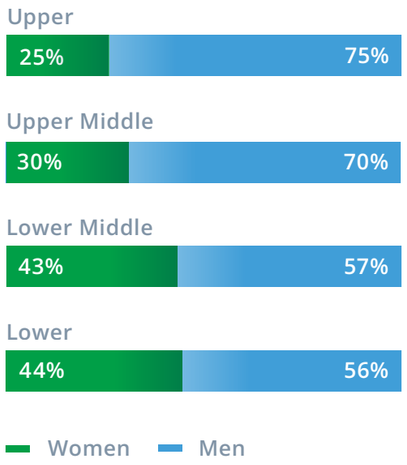
WHO RECEIVED BONUS PAY?

69%
of women

68%
of men

PAY QUARTILES

The below highlights the gender distribution across four equally sized quartiles, containing between 75-77 colleagues.



At NGP Utilities Ltd (NGP), women occupy 25% of the highest paid jobs **(down 1% from 2023)** and 44% of the lowest paid jobs **(down 3% from 2023)**.

We have seen an increase in women occupying the Lower Middle **(up 4%)** and the Upper Middle **(up 7%)** since 2023.

ANALYSIS OF 2024 DATA

At 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.

At NGP we have a mix of genders and demographics in our workforce based in a wide variety of roles across our locations, as well as our colleagues who work from home. Based on the mean and median gender pay gaps, we recognise that there is a gender pay gap within the organisation. However, we have seen a significant reduction in the pay gap between male and female hourly pay rates since 2023. There is a greater gap between levels of bonus pay, even though the proportion of women and men who receive bonus is similar, at 69% and 68% respectively.

Across our lower middle and upper middle quartiles, the number of women in these levels increased respectively. However, women occupy 25% of the highest paying jobs in senior leadership roles, which could contribute to the gender pay gap and imbalance in bonus pay. We have taken strides in recruiting more females in manager level positions which is reflected in the increase of women (up 7%) from last year in the upper middle quarter.

EMPLOYEES IN APRIL 2023

SALES TEAMS IN APRIL 2023

SUPPORT/SERVICE TEAMS IN APRIL 2023

The demographic of our workforce is a key factor to the gender pay gap, as of the **5th April 2024** our workplace consisted of **61% Men and 39% Women**. This is an increase of 5% in women within our workforce, however, we are aware that the largest population within our workforce are our sales teams which are highly male dominated **(75% men and 25% women)**. We believe this is a key contributor to our gender pay gap due to performance-related pay variations in remuneration packages and the fact that colleagues in these roles can earn uncapped commissions (which is also performance-related). Women occupy a higher volume of roles within support **(45% men and 55% female)** and service **(49% men and 51% female)** departments, which we believe contributes to the disparity between males and females receiving bonus.

At NGP we believe that creating a culture which promotes diversity, inclusion and equality is key to our success. We are committed to provide an environment where our colleagues feel valued, supported, and are treated fairly.

INITIATIVES TO HELP REDUCE THE GAP

We have relaunched our Women's Network and held an event for members to contribute to and discuss our plans and suggestions for 2025, to further enhance the colleague experience of women within the organisation.

We have recruited more female Sales Managers in 2024 and will continue to build on attracting more female applicants into our sales departments, including advertising on specialist job boards and using gender neutral language in our job adverts.

As part of our Women's Network, we have partnered with Smart Works charity to support women getting back into employment, offering interview coaching, job opportunities, donations and hosting/attending events to build awareness of this great charity.

We have developed our L&D proposition and will be continuing to develop future female leaders through training and succession plans.

We have introduced free sanitary products for our female colleagues, following feedback received from the Womens Network.

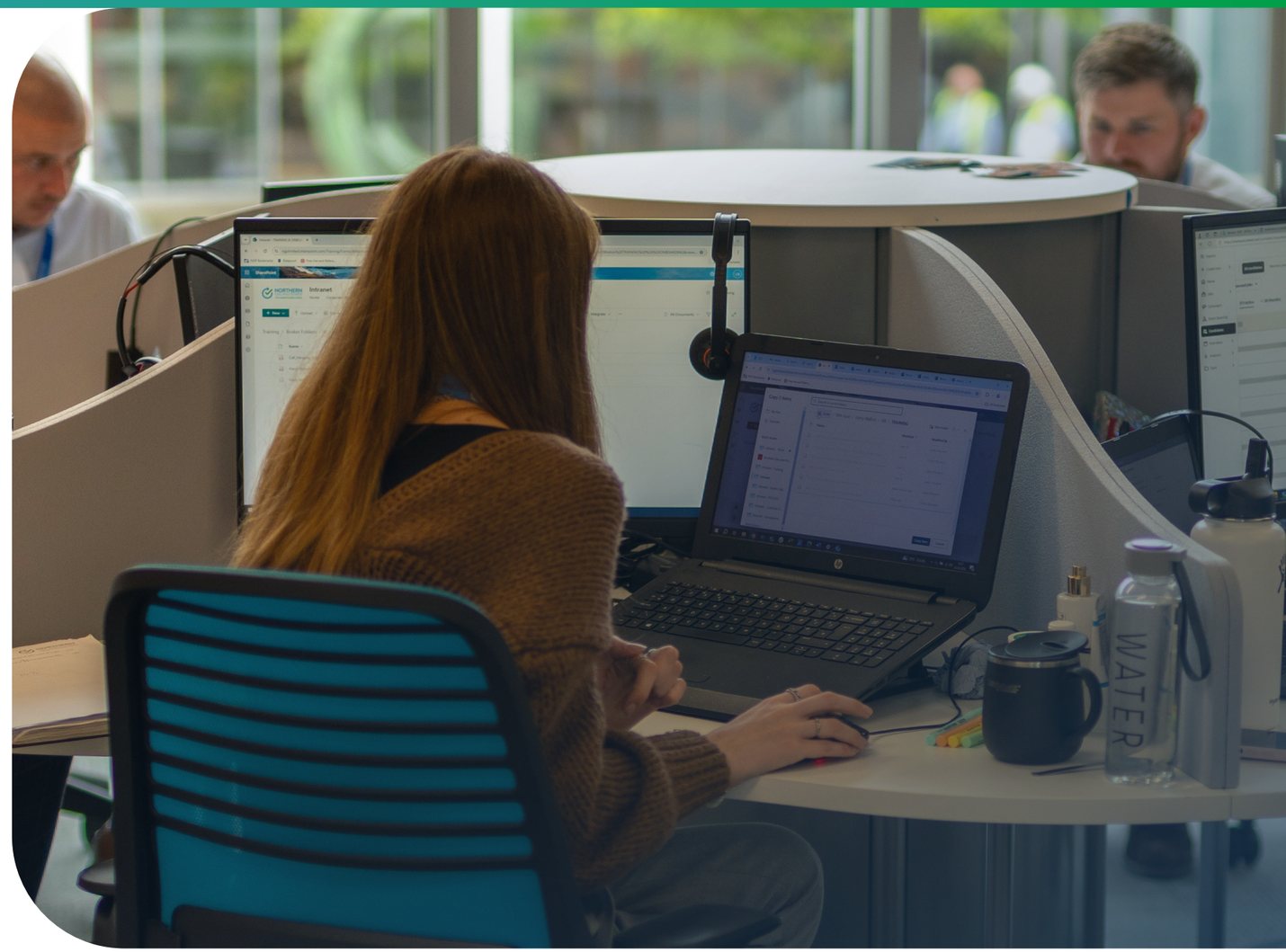
We offer enhanced and generous family friendly policies to support women within our workforce such as enhanced maternity pay and flexible working, we are committed to continuous review of our policies and benefits.

The introduction of our comprehensive health cash plan helps to support gender-specific health needs, both financially and psychologically.

We are committed to being a Real Living Wage employer.

We have reviewed our company-wide incentive schemes to include more family friendly offerings and rewards.

We continue to build on our partnership with Inclusive Employers.



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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