

2021

Utilita Gender Pay Gap Report.

This report presents the Gender Pay Gap (GPG) for 2021 for the relevant employer's in the Utilita Group.

What is the GPG?

The GPG shows the difference between the average (mean or median) earnings of men and women. It is not a measure of pay equality. The gap is expressed as a percentage of men's earnings.

Relevant Employing Companies

Utilita Energy Limited (UEL) and Utilita Telesales Limited (UTSL) are the required reporting entities for the purposes of this report.

GPG Results

RELEVANT COMPANY	NUMBER OF RELEVANT EE'S	PROPORTION OF M%/F%	MEAN GPG (%)	MEDIAN GPG (%)	PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND (M%/F%)				MEAN BONUS GPG (%)	MEDIAN BONUS GPG (%)	PROPORTION OF MEN RECEIVING A BONUS PAYMENT (%)	PROPORTION OF WOMEN RECEIVING A BONUS PAYMENT (%)
					LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER				
UEL	773	53/47	17.37	20.85	43/57	51/49	61/39	68/32	43	49	75	74
UTSL	296	58/42	8.29	4.71	48/52	49/51	67/33	68/32	49	47	84	90

Utilita enables the same opportunities for all its' staff. UEL and UTSL are Living Wage Employers and have been for some years. Utilita's pay structure remunerates job roles rather than individuals. Ensuring that gender bias, or any other bias, is not applicable, further supporting Inclusion and Diversity as Utilita always has.

In 2021 both Utilita Energy and Utilita Telesales saw a 1% increase in the gender split.

There was an increase in the mean and median % GPG for Utilita Energy. Utilita Energy's technology arm has continued to grow, seeing an increase in women applying for a variety of roles within this sector. The fact remains that STEM subjects still sees a national dominance in male preference for application for technology roles. The prevalence for part time roles to be taken by more female employees than male, remains.

The proportion of male and female employees receiving bonus in Utilita Energy remains almost level. Utilita Telesales has seen a shift to more women receiving bonus than men in the year.

What will we do?

Utilita has offered flexible working from home to all eligible employees, and offers office based working to those who cannot or do not want to work from home. This has enabled an increase in work/life balance with the removal of commuting and more flexible working.

Utilita's recruitment process has been reviewed to ensure it is inclusive, this in turn will further strengthen an already diverse workforce.

Statement

We confirm the information and data contained within this report is accurate and in line with mandatory requirements, along with Utilita's own very high standards.



A handwritten signature in black ink, appearing to be 'W.N. Bullen'.

W.N. Bullen
Chief Executive Officer

A handwritten signature in black ink, appearing to be 'M.D.E. Smith'.

M.D.E. Smith
Chief Financial Officer