

2022

Utilita Gender Pay Gap Report

This report presents the Gender Pay Gap (GPG) for 2022 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 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	796	53/47	14.24	19.23	44/ 56	49/51	62/38	68/32	70	54	79	76

Utilita enables the same opportunities for all of its' staff. Utilita are a living wage employer 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 Equity, Inclusion and Diversity as Utilita always has.

There was an decrease in the mean and median % (-3.30 and -1.62% respectively) GPG for Utilita Energy. Utilita Energy's technology arm has continued to grow however, there is 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.

What will we do?

Flexible working from home was offered to all eligible employees, which is all those that are not customer facing. This has enabled an increase in work/life balance with the removal of commuting.

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
Company Secretary