

2023

Gender Pay Gap Report

This report presents the Gender Pay Gap (GPG) for 2023 for the relevant employer's in the Luxion Group.

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				
utilita	979	53/47	17	19	43/57	45/55	55/45	69/31	45	48	80	82

What is the GPG and what does it measure?

The Gender Pay Gap does not measure equal pay which is a legal requirement set out by the Equality Act 2010 stating employers must not pay an individual less because of any protected characteristic. Instead, Gender Pay Gap reporting measures the difference in average hourly earnings between groups across our organisation – irrespective of their roles, the nature of their work or seniority. The Gender Pay Gap is expressed as a percentage of men's earnings. The Gender Pay Gap also measures the proportion of people who receive a bonus and the differences in the amounts paid.

At Utilita we believe diversity makes our business stronger and our teams operate more effectively when people feel included. To support this, we work hard to ensure that we create a friendly environment that provides opportunities for all employees, we have a range of practices and policies in place to help us achieve this. Such practices include the fact that we are a living wage employer, and our reward structure is based on job roles rather than individuals.

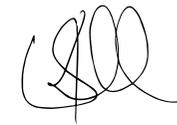
In 2023 Utilita Energy Limited saw an increase in the Gender Pay Gap mean (+3 %) with the Gender Pay Gap median remaining constant. In addition, the proportion of women receiving a bonus increased to 82% (+6 %) and the Median Bonus decreased by 6% to 48%. There are several factors that contribute to our Gender Pay Gap. The first factor is due to the expansion of our technology division, a sector that males continue to dominate. Other factors include more men in senior positions and the fact that more females opt to work part time than males.

What will we do to close the gap?

- ✓ We will continue to support our diversity and inclusion agenda by supporting our LGBTQ+, Proud to Be Me, Women and Neurodiversity networks to create an inclusive culture.
- ✓ We use a gender decoder to eliminate bias in our recruitment advertising that may prevent women from applying.
- ✓ We are proactively attending schools and colleges to promote roles and inspire women to consider careers in the technology sector.
- ✓ Ongoing training is provided to all managers equipping them with the knowledge and skills to avoid bias in recruitment decisions.
- ✓ As an employer we continue to reinforce flexible working as a way of helping employees balance their work and personal lives.

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.



W.N. Bullen
Chief Executive Officer



M.D.E. Smith
Company Secretary