

Gender pay report 2022

Everything we do at Good Energy is underpinned by the values of fairness and inclusion. We believe a diverse workforce leads to a better business – one that is more in touch with our customers and better placed to fight climate change. As part of this our aim is to have a balance of men and women at all levels, paid fairly and equally.

This year the gap between the average pay received by men and women was 21%, and the mean gap between bonus amounts received was 23%. We are not happy these gaps exist. This report explains why they do and what our long-term commitments are to closing them. We pay men and women in like for like roles equally and fairly, but we have lower numbers of women in our most senior roles, especially those related to science, technology, engineering, and maths (STEM). This is what creates the gap in average salary. This year no company bonus was paid within the relevant timeframe for this report. This primarily left sales commission in the bonus calculation. Again, we have more men than women in sales roles which leads to a higher average gap.

Gender pay and bonus gap

Difference men & women	Mean	Median
Gender pay gap	21%	23%
Gender bonus gap	23%	-7%

The mean value is the sum of all salaries or bonuses, divided by the number of data points. This is often just called the average. The median value is the middle salary or bonus value if all salaries or bonuses are put in order from lowest to highest.

Why is there a 21% mean & 23% median pay gap?

Our data shows we pay men and women equally. A man and a woman in similar size or scope of role, receive equal pay. We don't have enough women in executive roles or in the level underneath – heads of function. This is reflected by the graphic showing 31% of women in our highest pay quartile.

As was outlined in our report for 2021, our female CEO stepped down and was replaced with a male CEO. The CEO role has a substantial impact on the pay gap – with no CEO in the figures, the gap would be 18% (so 3% less than the actual at 21%) and if the role was held by a woman, the gap would be 13%.

We are developing our own female leaders of the future

Hiring women directly into senior roles, especially in technology, will continue to be a challenge due to the lack of women available at this level in the market. Our strategy is to develop our own female talent, initially into 'head of' level roles, with the ultimate goal these women are promoted into the executive team. We made significant progress last year. Within our 'head of' roles, we have increased the % of women from 10% in 2021 to 29% in 2022. This means we now have 5 women at this level vs. 9 men.

We invest a significant amount in personal development, with 55% of our women being promoted in 2022. We have an early career development programme which resulted in 50% of female participants being promoted. We also have a later stage executive coaching programme, which resulted in two women being promoted into 'head of' roles. Our pipeline of female early career talent through to middle management roles is strong with 59% of women at our management level.

When it comes to attracting female talent, we make it clear that we are an inclusive employer, showcasing development opportunities for women in our recruitment materials. We aim for gender balanced shortlists and have transparent bias free selection processes. We offer high levels of flexibility, enabling people to work a significant part of the week from home as well as offering flexible hours contracts.

Why is there a 23% mean & -7% median bonus gap?

This year we didn't pay an annual bonus in April, due to the fact the business did not meet the performance criteria. This means the bonus gap is based only on a smaller number of people than usual who received bonuses – mainly those in sales on commission related bonuses, those in our operations teams receiving team performance bonuses and those who received Long Services awards. As a result of lower numbers of women in sales, the average amount of bonus men have had is 23% higher than for women. However, the median payment for women remained higher than for men.



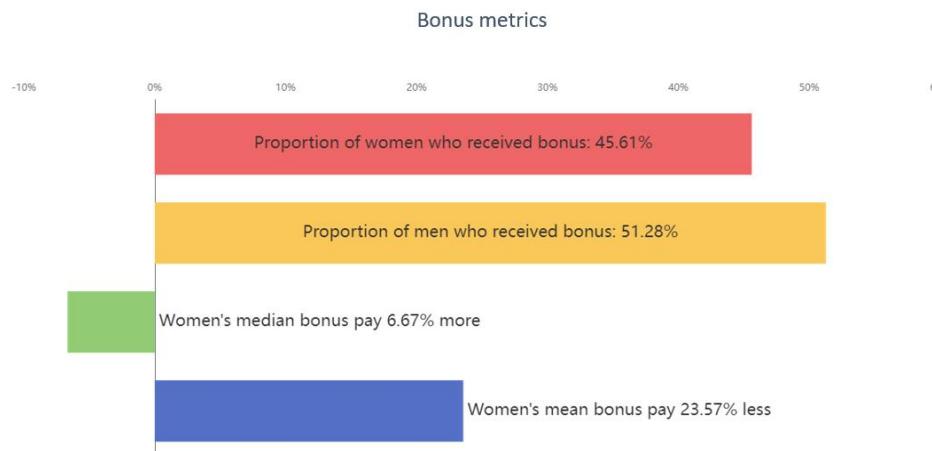
Board Level support for Women
Over 40% (3 out of 7) of our main Board is female, and along with myself at executive team level, we are all passionate and committed to ensuring Good Energy continues to attract and develop female talent, which over the longer term will reduce inequality and the gender pay gap.



Françoise Woodward
Chief Operating Officer

Additional detail

Proportion of employees receiving bonus



Proportion of men and women in each pay quartile

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	11.61	11.63	-0.17%	0%	45.45%	54.55%	-3.89%
Lower middle quartile	13.68	13.70	-0.12%	0.53%	45.45%	54.55%	-4.57%
Upper middle quartile	19.77	18.95	4.11%	4.16%	50.91%	49.09%	-0.68%
Upper quartile	35.72	30.58	14.39%	11.94%	69.09%	30.91%	30.57%