

Gender pay gap in 2020



e.on

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At E.ON, we recognise that everyone is different and we aim to create a working environment where each person can be themselves, feels respected and is valued for who they are.

Whilst we're disappointed to see a slight increase in our gender pay gap, we remain committed to reducing this and to continue to build an inclusive culture, where everyone can be their best. Whether through our inclusive talent approach or our fair and transparent recruitment processes, we continue to put diversity at the centre of what we do. We'll continue to monitor our performance in a measurable way, to ensure we achieve gender balance at all levels of the organisation.

The coronavirus pandemic continues to impact every part of our lives. Our approach throughout has been to minimise its impact and to keep our customers and colleagues safe. We know that women and minority groups have been disproportionately affected and we've supported all our colleagues through a family-friendly approach. Whether through our flexible approach, enabling a huge increase in home-working, ongoing engagement with our trade unions, tools and practical support.

I certify that the information and data included within this report is accurate and in line with mandatory requirements.



Chris Norbury
Chief People Officer, E.ON UK



Mean hourly gender pay gap

10.9%

↑ up 0.3% from 2019



Median hourly gender pay gap

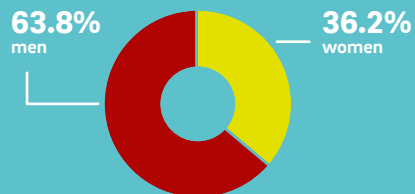
18.8%

↑ up 2.1% from 2019

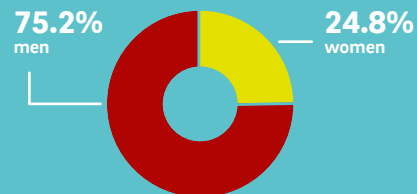


Pay quartiles

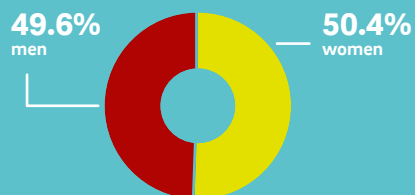
Upper quartile



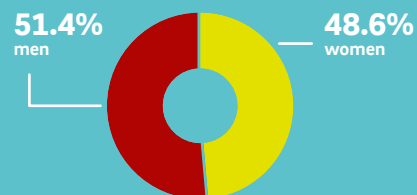
Upper middle quartile



Lower middle quartile



Lower quartile



Our gender pay gap explained

Our figures show an increased median pay gap of 10.9%, up 0.3% from 10.6% last year. Our median pay gap follows a similar trend but has increased to 18.8%, up 2.1% from 16.7% last year. Despite this slight increase, we remain committed to reducing this gap so that we reach our target of becoming an employer with no meaningful pay gap by 2025.

The gender pay gap is a measure of the difference in average pay of men and women across E.ON. It's predominantly a figure which reflects the number of women and men in roles across our different pay grades. The reporting is not focused on equal pay, as this is required by law and is set out in the 'equality of terms' provision of the Equality Act 2010.

Why do we have a gender pay gap?

Our gender pay gap is partly due to having a higher proportion of men than women across our organisation and having fewer women in leadership roles, and more men in specialist and technical roles which attract higher pay.

Pay quartiles

- **Upper quartile:** 63.8% men, 36.2% women, which adds to the overall disproportionate level of men in the top quartiles. This reduced by 1.2% compared to last year.
- **Upper middle quartile:** 75.2% men, 24.8% women. We see this as a key driver for our pay gap, which increased by 3.7% compared to last year.
- **Lower middle quartile:** 49.6% men, 50.4% women.
- **Lower quartile:** 51.4% men, 48.6% women.

Bonus pay gap

Mean average bonus pay gap

34.8%

In favour of men



Median average bonus pay gap

-7.8%

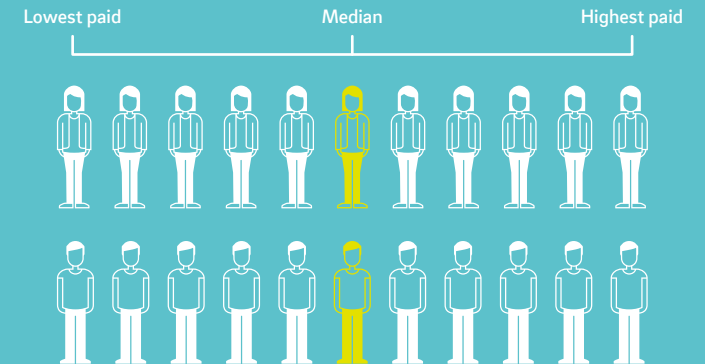
In favour of women



Proportion of people receiving a bonus



How do we work out the gender pay gap?



If we lined up male employees in one line from highest to lowest paid, and did the same for all the women employees; the median gender pay gap is the difference between the pay of the man in the middle and the pay of the woman in the middle. The mean gender pay gap is the difference between the average pay across each line.



Closing the gender pay gap

We're disappointed to see an increase in our mean and median gender pay. Our commitment to closing the gender pay gap remains a priority and we're tackling it through a number of different routes.

Creating a workplace where everyone feels they belongs

We have a holistic approach to improve diversity, and to create an inclusive workplace, where everyone feels valued, that they belong and where they are able to develop their skills and capabilities. By creating an inclusive culture, everyone will be able to thrive and be their best.

E.ON Life, our employee value proposition, continues to have inclusion at its heart. This means that at every part of our employee experience, inclusion is built in; whether that's our recruitment and promotion processes, access to learning and development or our approach to talent.

We celebrate our diversity throughout the year through a range of engagement activities including Pride, Black History month, International Women's day and a number of religious festivals to name a few.

Our employee networks provide advice, community and a voice for underrepresented groups. Our new parent network is for to-be, existing parents and their line managers providing support through practical guides, advice, top tips to cope with home schooling and wellbeing advice for parents and families.

Helping everyone to be their best

Since 2017, nearly 598 colleagues have started an apprenticeship. Some of these are those entering the world of work after leaving school through a technical apprenticeship, or a degree apprenticeship. We also have a number of colleagues who are developing their skills alongside their role. Our apprentice group is gender balanced at 50/50.

How we develop and identify talent has recently changed to a more inclusive approach, removing the barriers to entry into talent pools, and allowing colleagues to drive their own development and build their

capabilities. A particular focus is to support and enable women to plan and build their careers.

For women in senior roles, we provide access to a tailored development programme aimed at helping them to overcome the barriers women face and to advance their careers.

Our learning approach provides all colleagues with access to the assessment tools and learning materials they need to develop and build their skills. We continue to build these resources as skill gaps are identified.



Recruitment

We use best practice in our recruitment practices to ensure they're fair and equitable. Our jobs ads use software to ensure they're gender neutral, to attract applications from a range of diverse applicants. All managers must complete our recruitment training, which includes unconscious bias training.

Recruitment guides and development materials are available for all managers.

For our senior executive appointments, we have introduced gender balanced and diverse shortlists.



Supporting our colleagues and customers throughout the pandemic

The COVID-19 pandemic has disrupted every area of our lives. We know that women, and particularly women with disabilities or from a BAME background, have been disproportionately impacted.

Throughout the pandemic, ensuring the safety and wellbeing of our colleagues has been integral to our approach, which has particular impact on those with families and caring responsibilities.

We ensured colleagues were working from home as quickly as possible, many of whom had no IT or had not worked from home previously. When schools and childcare shut, we put in place a flexible approach to help parents juggle home-schooling and work, along with guidance for managers to support their teams.

In the summer we gave colleagues the opportunity to buy (or sell) holiday to provide extra flexibility after returning from furlough or to cover caring responsibilities.

Colleague wellbeing and comfort was tracked through regular surveys, which were used as insight for business decision, and also to provide extra wellbeing advice and engagement activities.

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