



CERTAS ENERGY

2022 GENDER PAY GAP REPORT



OUR 2022 GENDER PAY GAP REPORT

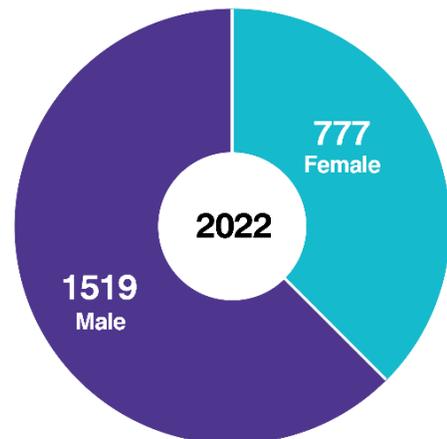
In April 2017, the government mandated that all UK organisations employing in excess of 250 people must report annually on their gender pay gap. The gender pay gap is the difference between the average (mean or median) earnings of men and women across the workforce. At Certas Energy, we fully support the reporting requirements, and welcome the opportunity to review and analyse pay structures within our business. We are continually striving towards achieving equality, and recognise that each step forward ensures a more diverse and inclusive workforce. It is our ambition to be an employer of choice, and attract and retain the best talent from a wide range of backgrounds and experiences. The last twelve months have seen a renewed focus towards improving gender balance in our workforce, whilst also empowering all our colleagues to achieve their full potential.

Certas Energy's 2022 Gender Pay Gap Report has been compiled in accordance with government regulations. The published data was captured as at 5th April 2022, and spans the twelve months prior to this date.

OUR DEMOGRAPHICS

Our gender ratio: our 2022 report represents a total working population of **2,296** employees across a variety of roles and levels. Our workforce is characteristic of the wider, male-dominated oil, gas, and logistics industry, with a **66%:34%** split, in favour of male colleagues. Despite this, we are pleased to report a **10%** increase in the female working population since 2021.¹

Roles, such as Drivers and Heating Services Engineers comprise approximately 38% of our working population.² These roles typically struggle to attract women, however April 2022 counted **4** female Tanker Drivers (including **1** apprentice), and **1** female Senior Heating Service Engineer; numbers we expect to build upon in 2023.



At Certas Energy, we have a bold energy strategy which includes continuing to supply our customers with a core portfolio of products and services, whilst also building for a low carbon, net-zero future. These investments and initiatives will support us in further diversifying our workforce across the company.

¹ 10% increase is based on 708 female employees in 2021, rising to 777 in 2022

² 38% is based on 867 employees in Driver or Heating Service Engineer roles, from the total working population of 2,296

2022 FINDINGS

Our mean gender pay gap remains in favour of our male workforce, at **12%**, which is reflective of the wider gender imbalance of our industry. However, we are pleased to report that this figure has decreased by **3%** over the last twelve months. We have also seen a reduction in the gap between median pay levels, from **20%** in 2021 to **15%** in 2022.

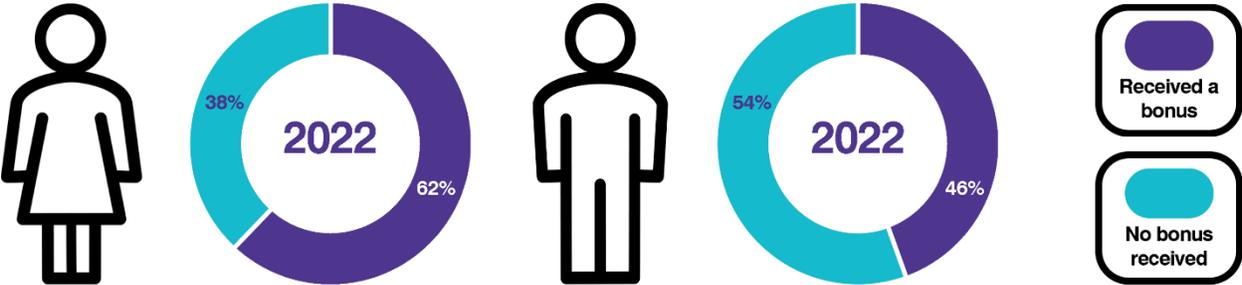
	Mean		Median	
	2021	2022	2021	2022
Gender Pay Gap (hourly fixed pay)	15%	12%	20%	15%
Gender Bonus Gap	31%	34%	21%	-5%

BONUSES

The average gender gap for bonus payments continues to reflect the wider gender ratio within the business, increasing by **3%** since April 2021, from 31% to 34%. However, the median bonus payment being received by female colleagues, and the percentage of women receiving a bonus in 2022, was greater than that of the male workforce.

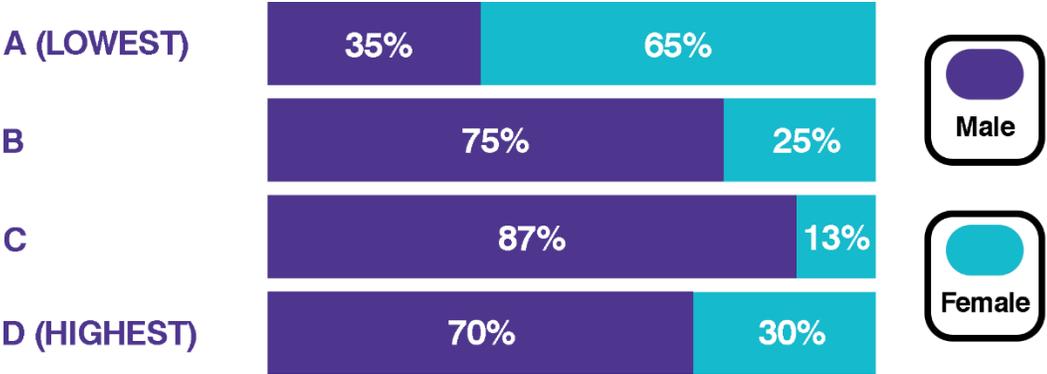
- **46%** of male employees received a bonus in 2022; an increase of **5%** from 2021
- **62%** of female employees received a bonus in 2022; an overall **3%** increase from 2021
- A higher number of female employees in the business represents a relative increase of those receiving bonus payments, of **14%** from 2021
- We continue to have more men in senior, higher paid roles

Bonus payments continue to be based on the achievement of key performance metrics and objectives, and all employees in the bonus scheme are treated equally where their roles are at similar levels, regardless of gender.



PAY QUARTILES

The below chart illustrates the gender distribution at Certas Energy, as at April 2022, across four, equally-sized pay quartiles³, ranked from lowest (**Band A**) to highest (**Band D**) equivalent hourly rate.



- Approximately 38% of the working population in **Band A** are retail workers, and are predominantly female. All colleagues in this band are paid the **Real Living Wage**, as opposed to the National Minimum Wage.
- **Band B** is largely comprised of Drivers, Heating Service Engineers, and Depot Support Staff, which are generally male-dominated roles.
- **Band C** continues to be male dominated, with the majority of this quartile consisting of Drivers (355) or Depot Management (20)
- The highest pay quartile is represented in **Band D**, and, as at April 2022, contained 6% more women than in 2021; a real-term increase of 29 female employees. This band contains a large portion of Artic Drivers, with the remaining population comprising middle-to-senior management, and sales management.

WHAT HAVE WE DONE?

A key benefit to reporting on our gender pay gap is the opportunity it presents for us to analyse and review the actions we continue to take to diversify our workforce, and ensure a fair and equal pay structure across our business.

- We remain committed to being a **Real Living Wage** employer. This has the most impact on our female-dominated retail sector

³ Each quartile represents 25% of the working population at Certas Energy.
 certas energy 2022 gender pay gap report

- Our recruitment and selection strategies continue to focus on attracting more females into underrepresented roles within our business
- A number of women have been appointed or promoted to senior roles, resulting in **36%** of our Senior Leadership Team being comprised of female colleagues – a trend which is supported through our leadership development programme, **Inspire**.
- We aim to develop talent through our apprenticeship scheme; **33%** of whom are female participants
- The previous 12 months has seen us embed agile working practices wherever practical across the business.

INCLUSION & DIVERSITY AT CERTAS ENERGY



2022 represents the third year of our Inclusion and Diversity forum, which is focused on creating a meritocratic, high-performance culture, whilst identifying and creating opportunities to 'Make Difference Matter'.

2022 saw the inception of a number of initiatives and programmes focused on raising awareness and promoting inclusion across the business. We welcomed **9** new Inclusion and Diversity champions who have helped drive the I&D strategy forwards over the last twelve months. Gender equality remains a key priority of our I&D forum, and as such, the findings in this report will be reviewed and explored as part of the forum's strategy.

Our LGBTQ+ subgroup celebrated Pride month with business-wide initiatives and competitions, as well as reinforcing the message of diversity, acceptance, and allyship in the workplace.

In addition to our I&D Calendar of Celebration and Awareness Days, we continue to recognise four key awareness event across the calendar year; **International Women's Day, Pride Month, Black History Month, and International Day of People with Disabilities**.



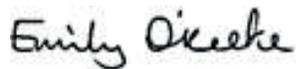
HOW WILL WE CONTINUE ADDRESSING THE GAP?

We are aware that achieving gender-based pay equality requires a long-term investment of time and resources; which we are committed to providing. Although the complexities of our industry demographics, and the challenges around attracting and retaining female employees, need to be acknowledged, we pride ourselves on our increasingly diverse workforce – something which our wider business strategies continue to focus upon, alongside embedding a high-performance culture.

Moving forwards, we will:

- Remain committed to providing more opportunities for women in the workplace, in addition to working with our partners to ensure we are promoting specialist, senior, and underrepresented roles to women
- Ensure proportionate representation within our internal Talent and Development programmes, including maintaining the use of balanced shortlists within our recruitment strategies across all roles
- Encourage our leaders and wider workforce to embrace non-traditional ways of working, including continuing to promote our **Agile Working** policies
- Periodically review and consider any business policies requiring introduction, refinement, or amendment to further support equality in the workplace
- Reinforce our meritocratic principles designed to ensure equitable pay and reward, regardless of gender
- Continue to undertake regular analysis and monitoring of these initiatives to understand their efficacy and impact

I confirm that this information contained within this report is accurate.



Emily O'Keefe, HR Director