



Gender Pay Gap Report 2023

PEOPLE
TEAM



What is the Gender Pay Gap Report?

Since April 2017, we have been reporting on our gender pay gap in line with government legislation for organisations with more than 250 employees. Simply put, the gender pay gap is the difference between the average earnings of men and women across the workforce, regardless of the nature of their work.

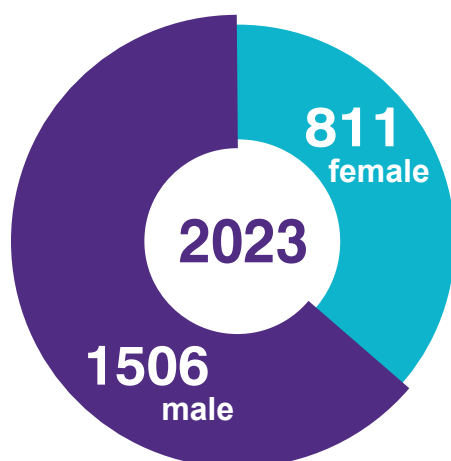
We understand the importance of gender equity and equality across all our businesses and, as part of our continuing efforts to make Certas Energy the employer of choice in our industry, we are committed to sharing and reviewing our gender pay data openly and thoroughly.

Certas Energy's 2023 Gender Pay Gap Report has been compiled in accordance with government regulations. The published data was captured as at 5th April 2023, and spans the twelve months prior to this date.

Understanding Our Demographic

Our 2023 report represents a total working population of 2317 employees across all Certas Energy businesses, roles, and levels. Our workforce is characteristic of the wider, male-dominated oil, gas, and logistics industry, with a 65:35% split in favour of male colleagues. While the data for 2023 still reflects a large male majority, we are pleased to be able to report a 4% increase in female colleagues since our 2022 report*, and a cumulative percentage increase in our female workforce of 14% since 2021.

Within our businesses, roles such as Tanker Drivers comprise approximately 31% of our working population**, and generally struggle to attract females into those roles. In line with our overall 2023 demographic data, we are pleased to report that we have 7 female tanker drivers (including 2 apprentices), a healthy increase from 4 reported in 2022.



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 building for a low-carbon, net-zero future. These investments and initiatives will support us in further diversifying our workforce across the company.

*4% increase is based on 777 female employees in 2022 rising to 811 in 2023. 14% represents the cumulative increase of 10% between 2021-2022 and 4% between 2022-2023.
**31% represents 729 relevant driver roles of the total working population of 2317.



2023 Findings

Our mean gender pay gap remains in favour of our male workforce, at 16% which, while reflective of the wider gender imbalance of our industry, represents an increase from the 12% pay gap reported in 2022. We have also seen a slight increase in the median pay gap, to 22% in 2023, up from 21% in 2022.

The data suggests that the increase in pay gap between male and female colleagues from 2022 is due to a number of factors, including significant pay increases for drivers, a role which is typically male-dominated, and an increasing number of female colleagues occupying roles which fall into the lower pay quartiles.

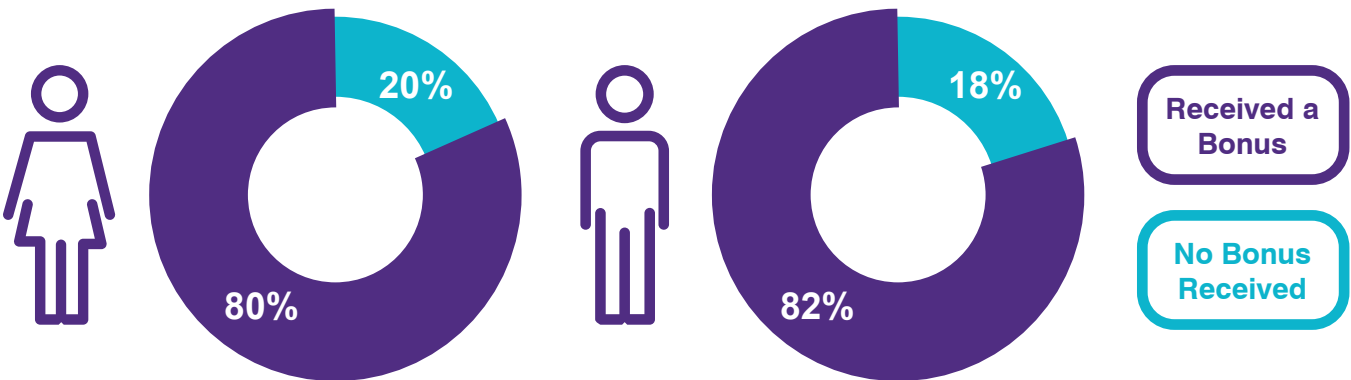
	Mean		Median	
	2022	2023	2022	2023
Gender Pay Gap (hourly fixed pay)	12%	16%	15%	22%
Gender Bonus Gap	34%	5%	-5%	-47%

Bonuses

The gender bonus gap for 2023 is the biggest single area of positive change we have seen, in relation to last year's figures; dropping significantly from 34% in favour of male colleagues in 2022, to just 5% in 2023. While we recognise there is more good work we can do in this area, we are pleased to see such progress across the last twelve months. In conjunction with the decrease in the gender bonus gap figures, we have also seen a 42% rise in the median bonus figure in favour of female employees from that of 2022. This is due to the increasing number of female colleagues across the business being eligible for bonus payments in 2022/2023.

- 80% of female employees received a bonus in 2023; an increase of 18% from 2022
- 82% of male employees received a bonus in 2023; an increase of 34% from 2022

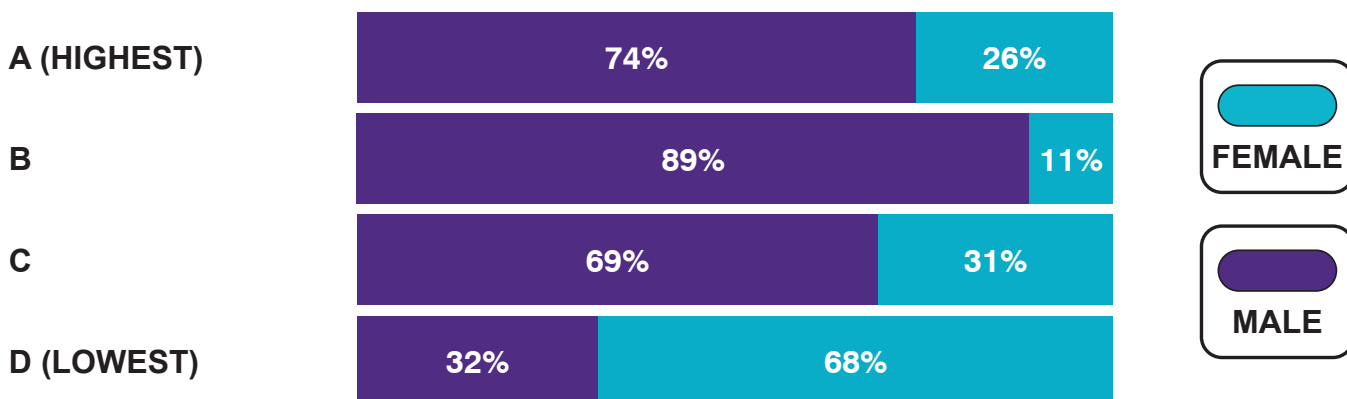
Bonus payments continue to be based on the achievement of key performance metrics and objectives, and all employees in the bonus scheme are treated equally where their roles are at similar levels, regardless of gender.



Pay Quartiles

The below chart illustrates the gender distribution at Certas Energy, as at April 2023, across four, equally-sized pay quartiles*, ranked from highest (A) to lowest (D) equivalent hourly rate.

*Each quartile represents 25% of the working population at Certas Energy.



Band A represents the highest pay quartile which, as at April 2023, shows a 4% decrease in the number of female colleagues from 2022. The major factors contributing to this reduction include an increase in the number of men in higher-earning/senior management roles and, significantly, an increase in the number of male-dominated roles falling into Band A in 2023 following pay reviews across the previous year.

Band B shows a slight increase in the number of male colleagues, which largely includes Drivers, Heating Service Engineers, and Depot Support staff, where the majority of colleagues are male.

Band C highlights a significant 6% increase of female colleagues since our 2022 report. This is partly a result of some roles being elevated into Band B following pay reviews, but the data also shows that there were a number of female colleagues promoted internally from Band D roles, into Band C roles across 2023, in line with our focus on identifying and developing opportunities for women in our workplace.

Band D is predominantly populated by colleagues in retail-based roles which is a typically female-dominated area of the business. All colleagues in Band D are paid the **Real Living Wage** as opposed to the National Minimum Wage.

What Have We Done?

One key benefit to reporting on our gender pay gap is that it offers us the opportunity to analyse and adjust the actions we continue to take to diversify our workforce, attract the best talent from all communities, and ensure a fair and equal pay structure across our business.

We have continued to develop a number of initiatives and programmes in our aim to be *the* diverse, equitable, inclusive employer of choice within our industry.

- We remain committed to being a **Real Living Wage** employer for *all* Certas Energy colleagues. This has most impact on roles that fall under Band D in our pay quartiles, which are largely female dominated
- As part of our ongoing work to ensure Certas Energy is the employer of choice in our industry, we continually review our recruitment strategies to ensure we continue to attract more women into underrepresented roles within our business, and our industry
- Our **Inspire** leadership programme continues to identify and develop potential throughout the business, and has resulted in a number of internal promotions and advancements in 2023
- We continue to promote agile and hybrid working wherever possible and practical to support colleagues across the business
- Our **Retail Academy** programme focuses on developing colleagues from our retail business into more senior roles, including management and across other areas of the business. Importantly, this is centred around a female-dominated area of the business with the majority of roles also falling within the lowest pay quartile
- We continue to develop talent through our Apprenticeship Scheme, 30% of whom, in 2023, are female

Inclusion and Diversity at Certas Energy

We continue to work towards developing the impact and profile of our Inclusion and Diversity forum, which is focused on creating a meritocratic, high-performance culture, while identifying and creating opportunities that Make Difference Matter.

2023 saw a number of notable achievements and milestones, the pinnacle of which was the first-in-industry participation of our LGBTQ+ subgroup at Manchester Pride 2023. 37 colleagues took part and represented Certas Energy in what is recognised as one of the leading Pride events in the UK, setting a precedent that we aim to build upon in 2024.

Our Race and Ethnicity forum also expanded their offering in 2023 with focus placed on several religious, cultural, and social events across the year, including co-hosting colleague seminars as part of Black History Month featuring technology guru, author and mentor Yemi Elugunde, double Olympic gold medallist Dame Kelly Holmes, and entrepreneur and investor Pier Linney.

Inclusion and Diversity at Certas Energy



How Will We Continue to Address the Gap?

We recognise that achieving gender-based pay equality and equity requires long-term investment and resources, which we are committed to continuing to provide. The gender complexities of our industry provide both our biggest challenge and greatest opportunity. While we acknowledge the difficulties of attracting and retaining female colleagues, we are proud of the progress we have made, and will continue to make, towards our goal of being a truly diverse and inclusive employer of choice in our industry. With this in mind, we will continue to use our gender-reporting data to inform our business and people strategies moving forward.

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 females
- 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 the information within this report is accurate.



Dan Forth
HR Director