



Gender Pay Gap Report 2024

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.

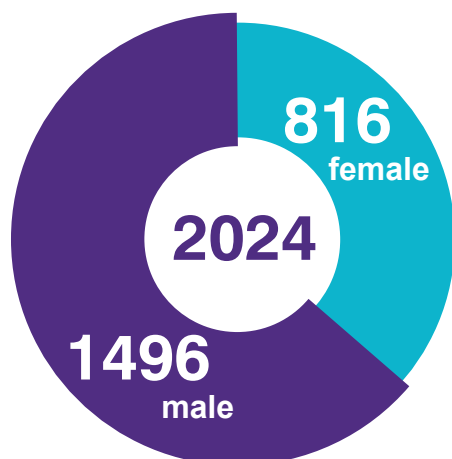
We understand the importance of gender equity and equality across all our businesses and, as part of our continuing efforts to make Certas Energy the employer of choice in our industry, we are committed to sharing and reviewing our gender pay data openly and thoroughly.

Certas Energy's 2024 Gender Pay Gap Report has been compiled in accordance with government regulations. The published data was captured as at 5th April 2024, and spans the twelve months prior to this date.

Understanding Our Demographic

Our 2024 report represents a total working population of 2312 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 2024 still reflects the industry-typical male majority, we continue to show growth in our female working population, and the number of women progressing into management or leadership roles internally.

Within our businesses, Tanker Drivers comprise approximately 32% of our working population*, and remain a typically male-dominated population, although it is still an areas of focus for our inclusion and diversification initiatives. Outside of the historically 'male' sectors, however, we continue to make good progress recruiting and developing women into management and leadership roles with an increase from 31% to 35% from 2023 to 2024.**



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.

*32% represents 729 relevant driver roles of the total working population of 2312.

**Based on comparative data taken between 20/11/2023 & 20/11/2024 due to changes in the categorisation of management levels prior to November 2023.



2024 Findings

Our mean gender pay gap remains in favour of our male workforce, but has reduced by 2% since our 2023 report, to 14% which, while reflective of the wider gender imbalance of our industry, reflects not only the increase of women in managerial/leadership roles, but also the continued increase of women in our business overall. The median pay gap follows this trend and is also narrowed by 2%, to 20% from 22% in 2023.

While we are pleased to be able to report an overall reduction in the mean and median pay gaps between male and female colleagues, we are committed to continuing to narrow that gap by attracting more women colleagues into our business, especially in roles historically dominated by men, and through internal colleague-development initiatives.

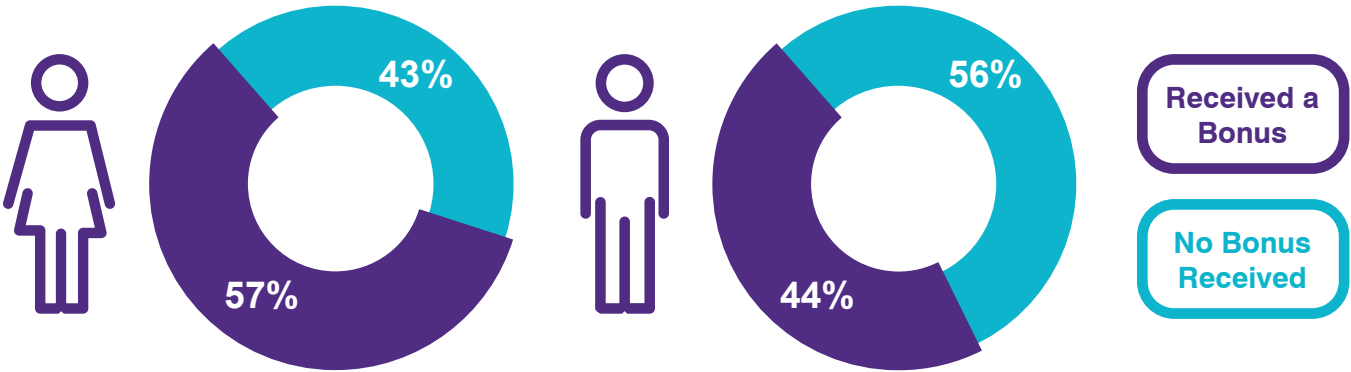
	Mean		Median	
	2023	2024	2023	2024
Gender Pay Gap (hourly fixed pay)	16%	14%	22%	20%
Gender Bonus Gap	5%	43%	-47%	7%

Bonuses

The 2024 data shows a significant change in both the mean and median gender bonus gap, from 5-43% and -47-7% respectively. While this is a large shift from the 2023 figures, it is not entirely unexpected due to key differences in the number and type of bonuses paid in 2024.

In 2023, the majority of our predominantly male driver population were in receipt of an additional one-off fixed-amount bonus payment as part of their reward package, which resulted in the mean and median values at the point of reporting reflecting much lower than typical for our male population. This was a one-time payment, and was not part of the 2024 bonus scheme, inevitably resulting in this year's mean and median values reporting very differently, and closer to what we consider to be an accurate reflection of the gender bonus gap.

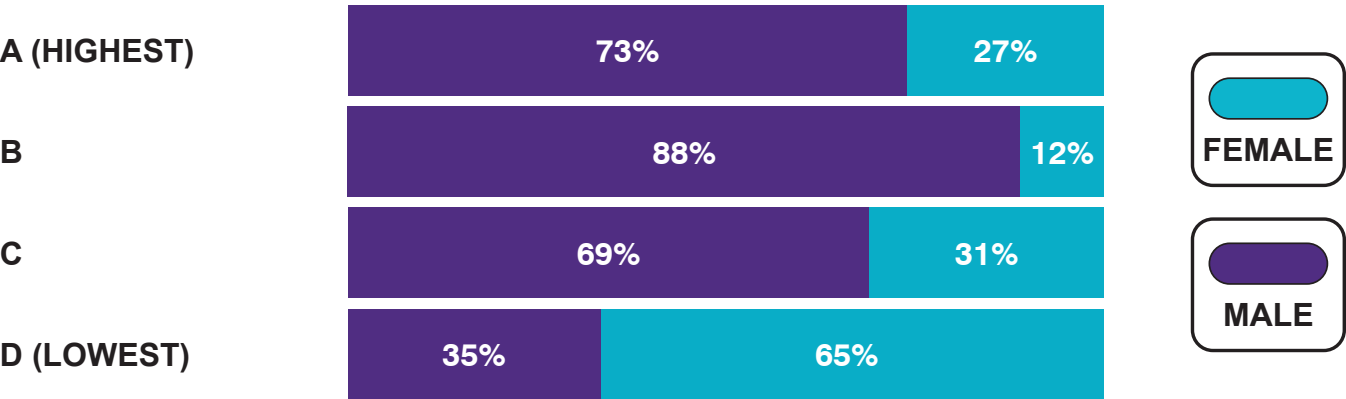
The 2024 data still shows an increased disparity between male and female colleagues' bonus payments in comparison to previous years, and is something that we continue to look to address through inclusive recruitment strategies, internal colleague development, and annual pay structure reviews.



Pay Quartiles

The below chart illustrates the gender distribution at Certas Energy, as at April 2024, across four, equally-sized pay quartiles*, ranked from highest (A) to lowest (D) equivalent hourly rate.

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



Band A represents the highest pay quartile which, as at April 2024, shows a 1% increase in the number of female colleagues from 2023. There are a number of contributing factors to this increase, but particularly the number of women recruited or developed into senior management & leadership roles.

Band B also shows a 1% increase in the number of female colleagues, and while the overall band is still male dominated, it nonetheless highlights the progress we continue to strive for in gender pay equality. Band B remains our highest male-heavy pay quartile, largely because a significant portion of our male-dominated operations/driver population falls within Band B.

Band C shows no change in the gender pay gap from the 2023 report. Band C includes a number of the remaining operations population outside of band B, as well as a portion of retail management-level colleagues. Although there are other contributing factors to the pay gap, a key element continues to be the still-significant number of male operational colleagues who fall within this quartile.

Band D reflects an incremental decrease in the gender pay gap from 2023, and 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 most impacts those 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 **Empower** leadership development programme, launched in early 2024, seeks to provide managers with enhanced skills and training to nurture their teams, manage performance and development effectively, and promote diversity, equity and inclusion in all elements of their roles.
- 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 have relaunched our Equality, Diversity and Inclusion strategy, including introducing 6 colleague community groups, each empowered to make influence positive change across our business, including refreshing/introducing more equitable policies, informing recruitment practices, and continuing to build a high-performing, inclusive culture at Certas Energy

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.

2024 has seen a number of notable achievements and milestones, including our inaugural 'Big Meet' event at our head office in Warrington. Colleagues and leaders from across the business joined our MD, Steve Little, and the Leadership Team to relaunch our ED&I strategy and colleague communities, with special guests and menopause specialists, Over The Bloody Moon. We also attended our 2nd annual Manchester Pride parade, with around 55 colleagues from Certas Energy and Flogas marching alongside a fully customised float in support and allyship of LGBTQ+ rights in our society.

Our 6 new colleague communities:





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