

Gender pay report 2024; Good Energy

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 other key stakeholders. As part of this our aim is to have a balance of men and women at all levels, paid fairly and equally.

Context for our 2024 Report

During 2023 to April 2024 Good Energy acquired two Service businesses that sit alongside its Supply Business: a heat-pump installation business, employing 47 people, known internally as Good Energy Works and a Solar Installation business, known as Good Energy Solar Southwest, employing 36 people. The roles within both businesses are principally held by engineers and electricians. For the purposes of this report, the total staff numbers across Good Energy (Supply and Services) is 418.

Our pay and bonus gap

Our overall mean pay gap for supply and Services was 18.3%, and for bonus 51.3%. The median gap for pay and bonus respectively was 16% and 22.7%. Supply alone, have a mean pay gap of 19.8% and bonus gap of 54.6%, With Services having a mean pay gap of 21.4% and bonus gap of 33.4%. The mean gap is calculated by adding all men's pay together and all women's pay together and dividing by the total number within each group. The median is the mid-point of men and the mid-point of women. This gap exists because we have more senior men in higher paid positions vs women. Indeed, in our Senior leadership team, we had only one woman within the reportable period.

Fair and equal pay

It is very important to note we pay men and women in like sized roles, fairly and equally. We benchmark roles of similar size and impact externally and internally. This is so our pay is fair against the market, and so roles of a similar size and impact are paid equally internally. We also have a broad grading system (A to E) with roles of similar size and impact grouped, and pay levels and benefits broadly aligned. The table below shows the average pay for men v women by grade. In the lower 2 grades women are marginally more than men, but in the higher grades we see a very marginal shift, in average pay towards men. This is due to highly technical roles demanding greater salaries in the market as competence increases, and a large portion of these roles being held by men, both in the market and internally. The differentials in average pay by grade are monitored closely to ensure they remain marginal in either direction.

How are we improving and addressing the gaps?

Given the marketplace for many of the senior and technical roles we need is dominated by men, we are pursuing a long-term strategy to close the gender pay gap. This involves 3 key areas of focus:

1. Developing our own women internally;
2. Creating a workplace that is attractive and supportive for women;
3. Having inclusive and bias free recruitment and selection processes.

This has resulted in our mean gender pay gap for Good Energy Supply and Services improving from 19.8% in 2023, to 18.3% in 2024.

Developing our women

We closely monitor the numbers of women we have at each level in the business, and we run a series of active development programmes which are having a significant impact on the numbers of women moving into more senior roles. This includes an early career development programme, a first line leader development programme and an executive coaching programme, which our women find particularly beneficial. Out of 131 promotions in the last year, 66% were women, this equates to 43% of women and 25% of men promoted across our total business. We also offer 'transition' coaching for women and men returning from work after long absences, like maternity or parental leave. This has a particularly beneficial impact on our return-to-work rates with 89% of our women coming back to work post maternity/adoption leave. We have seen a consistent increase in the number of women moving into management roles, with the result that 49% of our managers are women. At the level of our heads of function (under director) we have increased the % of women from 10% to 48% in the last 3 years. This is particular good progress as it creates a pipeline for our director roles, allowing us to better balance the organisation at the most senior level over the next couple of years.

Flexibility at work

We know that flexibility in working hours and location of work is a significant enabler for gender balanced workplaces. In the last two years we have moved to a highly flexible working model, with 50% of home-based contracts coming into the office between once a month and once a quarter. The other 50% are only required to attend the office once a week. We also offer a wide range of roles on a part time basis as well as a generous shared parental leave scheme which encourages men as well as women to share in caring for their babies and young children. We believe true workplace equality is only likely to be achieved when men play an equal role to women in caring for dependants.

Mental health and wellbeing support

We have a qualified team of mental health first aiders who run an active programme of awareness building events as well as offering personal guidance and support to other staff. All staff have free access to the Headspace app, as well as counselling services and online GP appointments. In the last two years we have had a particular focus on women's health, with education and support programmes on subjects such as the menopause and baby loss.

Inclusive working practices

As inclusion is one of our values, we educate staff within their induction on what this means. This ranges from being very clear on behaviours for which we have zero tolerance (like harassment) through to creating a more complex understanding of how to embrace diversity amongst customers and colleagues. We have two 'signature skills' programmes which equip staff at every level with communication and coaching skills, both of which are enablers of an inclusive culture where people feel their contribution is valued. We have now launched a third 'signature skills' programme on inclusive working designed to help our staff be aware of and against bias in how they and others might work.

Maximising our chances of hiring women

When attracting female talent, we make it clear we are an inclusive employer, showcasing development opportunities in recruitment materials. We aim for gender balanced shortlists and have transparent bias free selection processes.

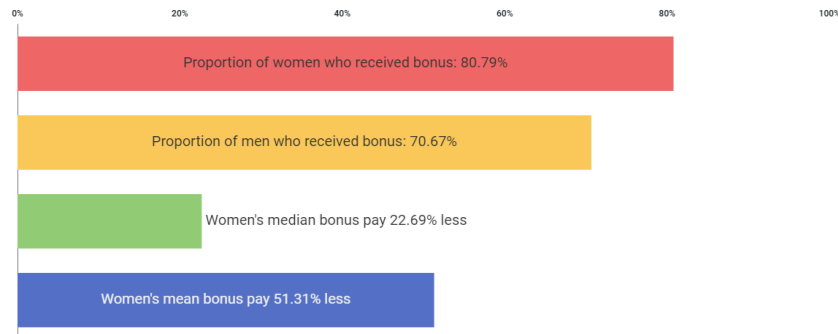


Board Level support for Women: Over 40% (3 out of 7) of our main Board is female, including myself. All our Board members are deeply committed to ensuring Good Energy continues its progress towards workplace equality and closing the gender pay gap.

Françoise Woodward
Françoise Woodward
 Chief Operating Officer

Good Energy: Supply & Services

Proportion of employees receiving bonus



Proportion of men and women in each pay quartile

Detailed Report Analysis By Quartiles

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	£12.91	£12.87	0.33%	0%	41.58%	58.42%	-5.63%
Lower middle quartile	14.78	14.89	-0.77%	-2.05%	42.57%	57.43%	-6.00%
Upper middle quartile	19.62	19.35	1.37%	2.08%	54.46%	45.54%	3.01%
Upper quartile	35.16	32.02	8.95%	0.52%	67.00%	33.00%	26.88%

% difference in average pay for men vs women by grade: Supply and Services

