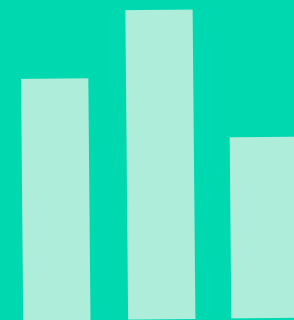




GENDER PAY GAP REPORT

SO
ENERGY



2022

A statement from our Chief Executive

At So Energy, we are committed to delivering on our obligations to driving a net-zero future of clean and renewable energy by 2040.

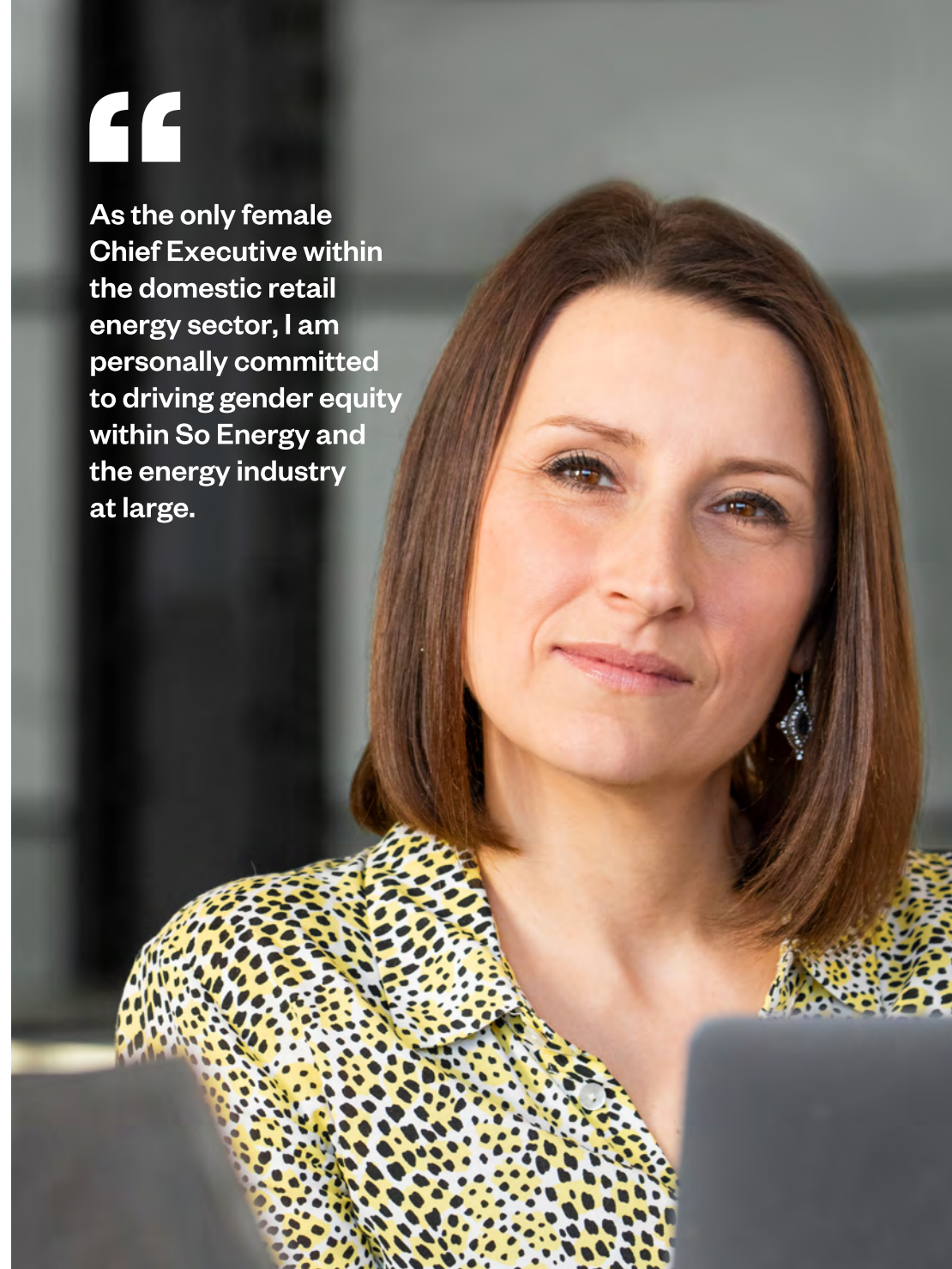
We know that to achieve a net zero future by 2040, we must have a diverse and inclusive workforce that reflects the customers and communities we serve. We are building a culture of respect, positive regard, and belonging where our Energists can bring their true, authentic selves to work, and receive opportunities and support to develop and thrive.

As the only female Chief Executive within the domestic retail energy sector, I am personally committed to driving gender equity within So Energy and the energy industry at large. Through sitting on POWERful Women's [Energy Leaders' Coalition](#) and the [Future Leaders board](#), I feel a great deal of responsibility as a female leader in energy to role model and pave the way for the next generation of women within an industry that I care deeply about.

Our workforce has grown rapidly since So Energy was founded in 2015 and more recently following the merger in 2021 with ESB Energy. To meet the diverse needs of our Energists and to ensure we create an inclusive workplace environment for all, this year we are launching our first Diversity and Belonging strategy. We are fully committed to monitoring and measuring our performance in closing the gender pay gap, alongside the other companies within the ESB Group, to ensure that we achieve gender balance at all levels within So Energy.

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We are proud to be working with organisations such as POWERful Women to achieve gender balance in the energy sector. I am delighted to report that 44% of our current Senior Leadership team (upper quartile) are female, an increase of 8% from 2022, and we have seen similar improvements at all levels of our company. However, we recognise that there is still much work to be done to achieve our shared goal of gender equality across our whole industry by 2040. So Energy is committed to ensuring this happens.

At So Energy we want to create a positive, aspirational place for women (and all those interested in the energy sector) to work and thrive, with career defining moments as we collectively deliver on the country's net zero ambitions. We want all women at So Energy to grow and prosper with us. That's why we're investing in dedicated leadership programmes for senior management female leaders, designed specifically to support their professional development and fast-track their training for leadership roles. We launched So Energy's first women's network as a place for women within our company to connect, share, learn, and seek mentorship and sponsorship. Through this network, women will have a space to focus on personal and professional development and find support in the experiences of other women working in a male-dominated industry.

Furthermore, we invest over £250K annually in individual learning and development opportunities for every single one of our Energists through personal learning budgets to support meaningful career development tailored to the individual. This year our talent management practices will align with the use of these personal learning budgets, to further develop and retain our existing talent into upper quartile roles.

Finally, we're committed to ensuring that our partners throughout our supply chain, who we see as an extension of So Energy, are also aligned with our values and ambitions to create a fully equitable, diverse, and inclusive population. This will ensure that equity is embraced throughout the supply chain, which is an often-overlooked part of this conversation for businesses.

Despite the work that lies ahead, I know that together, we will reach gender parity in So Energy and our sector. I am so proud of what we have accomplished at So Energy and look forward to the year ahead acting as trailblazers on the path to equity.

A handwritten signature in black ink, appearing to read 'Monica Collings', with a stylized flourish at the end.

Monica Collings
Chief Executive at So Energy

What is the Gender Pay Gap?

In 2017, the Government introduced new regulations requiring all businesses over 250 people to publish their gender pay gap.

As a company with 250 or more employees, we're required under Section 78 of the Equality Act 2010 to publish the gap in earnings between men and women. We submit our data to the Government and our Gender Pay Gap Report is also available on the So Energy website.

The gender pay gap measures the difference in the average hourly earnings of men and women in So Energy. This is different from equal pay, which is defined as "the right for men and women to be paid the same when doing the same, or equivalent, work" (The Equality Act, 2010).

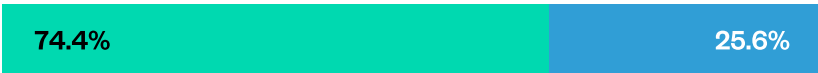
This report has been calculated using the Government guideline calculations, to determine our Gender Pay Gap for 2022 – showing the mean and median values. Our report looks at data, as of the snapshot date of 5 April 2022. At this time, we had 314 So Energists of which 38% were women and 62% were male.



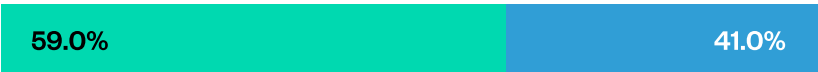
So Energy Gender Pay Gap results

Pay Quartiles

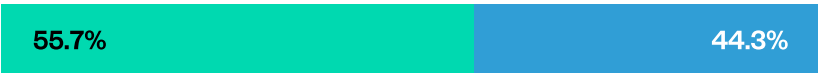
Upper (Q4)



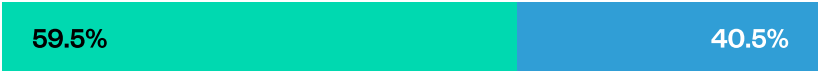
Upper Middle (Q3)



Upper Middle(Q2)

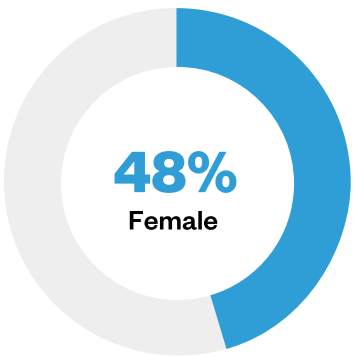
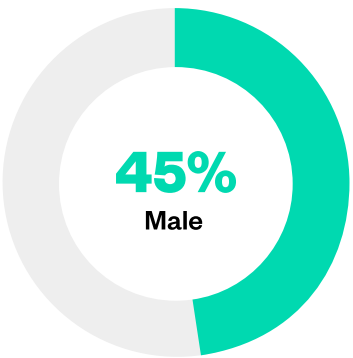


Lower (Q1)



Male Female

Bonus Received



Mean Pay Gap

23.2%

Median Pay Gap

2.3%

Mean Bonus Gap

26.6%

Median Bonus Gap

-0.6%

What does our Gender Pay Gap data tell us?

Our Gender Pay Report is influenced by the same evidenced challenges our industry faces, that being a lower percentage of women holding positions within the upper quartiles, in comparison to the number of men in such positions. As a result, the retention of women at the senior level has impacted our Gender Pay Gap. Additionally, our Chief Executive's pay details have not been included within our Gender Pay Gap Report as these are contained within ESB's group reporting, which we recognise has skewed the data within the upper quartile.

The gender gap in Science, Technology, Engineering and Mathematics (STEM) disciplines is a well-documented issue within the UK labour market, with women being underrepresented in all these fields. This is also reflected in our Gender Pay Gap results. These types of roles are most generally held by men and are seen within the upper and upper middle quartiles, making them higher-paid positions.

At So Energy we wholeheartedly understand that women are often underrepresented in the upper quartiles as a direct consequence of not receiving the appropriate support for a successful work-life balance. Women are more likely to take on caregiving responsibilities and may face barriers to career advancement as a result. This can lead to lower pay and fewer opportunities for career growth. As such, So Energy has made a concerted effort to increase representation of women within the upper quartiles by introducing policies that support work-life balance.

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Family friendly policies for all our So Energists

Women are more likely to take on caregiving responsibilities and may face barriers to career advancement as a result. This can lead to lower pay and fewer opportunities for career growth. As such, So Energy has made a concerted effort to increase representation of women within the upper quartiles by introducing policies that support work-life balance.

These policies include family friendly policies, flexible working policies and policies that specifically support women, such as our Menopause policy. These policies will ensure that women receive the necessary support and flexibility they need as they navigate through life events, that can impact their career development and opportunities, of which men do not experience in the same way.

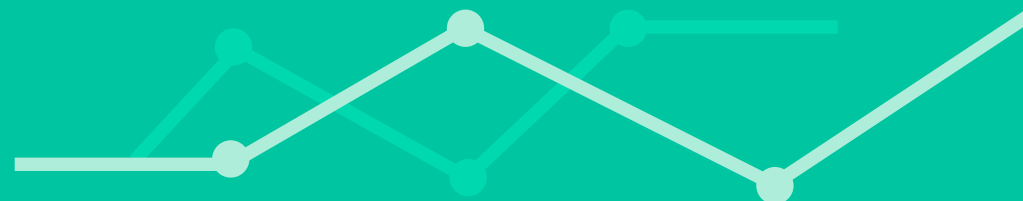
We also offer our Energists mentoring and leadership programmes, and we're excited to be working on our future partnership with Code First Girls, which will support the next generation of female leaders in STEM. As a final measure, we are currently trialling split, evening, and weekend shifts within our Contact Centre, working to create a more inclusive workplace.

Our mean gender bonus pay gap is predominately due to several bonuses, which were paid to Energists that held management or specialist positions, who transferred from ESB UK to So Energy in 2021, by way of honouring their contractual terms upon transfer. The remaining bonus payments that were paid out during this period were to Energists holding Customer Care positions.

Resultantly, as we paid bonuses to Energists in both the lower and the upper quartiles, the mean bonus gap is impacted owing to the range of pay within these quartiles – with positions within the upper quartiles being higher paid.

Our median bonus gap however, shows us that of the Energists who received a bonus payment, women received 0.6% higher bonus payment, than their male counterparts.

As of April 2022, we introduced a Company-wide bonus scheme for all our Energists to have an equal opportunity to earn a bonus. We look forward to sharing our data on this, in our next Gender Pay Gap Report.



Our commitment to closing the Gap

We believe we have a pivotal role to play within our industry to drive improved gender balance and representation, supporting closing the gap not only at So Energy but across the sector through diverse thinking, creativity and innovation. Our strategy aligns with the aspirations of our parent company's inclusion and diversity programmes and values-driven approach and is shaped by three strategic aims to support closing the gap.

We're working towards building a fully inclusive culture, valuing everybody's individuality and celebrating our differences.



Strategic aims

The targets we have set in our strategy align with the POWERful Women group, and the activities we have set out will help us achieve these targets.

AIM 1

To create a conscious culture of belonging; an equitable, diverse and inclusive employer

We are introducing a speaker series, to send a strong signal to our Energists on where we stand as a business and to engage our Energists to stand alongside us and our aspirations. We recognise the power and value of investing in behaviour change interventions to create meaningful, sustainable change. Alongside this, we are launching an engagement platform which will allow us to monitor how our Energists are feeling and target where we need to improve, so we can prioritise, measure and monitor the impact of the changes we make. We are committed to reviewing all policies and processes to ensure equity throughout our Energists experience.



Strategic aims

AIM 2

To attract and develop the talent of today and tomorrow, to shape the future of energy

Our Gender Pay Gap data shows that we don't see a representative level of females across our leadership levels, namely the upper and upper middle quartiles. Our strategy formalises and extends our existing talent commitments and moves to actively monitor the effectiveness of these programmes.

The Energy market is recognised in the latest CIPD Labour Market Outlook as "one of the hardest sectors to recruit into in the UK." To help combat this, we will be working in partnership with other organisations to consider how and where we advertise vacancies. We are introducing pre-assessment tests to assess candidate suitability and commitment to roles before we see a candidate's CV, to remove any potential biases.

Furthermore, we are committed to continuously reviewing the language we use in recruitment adverts and offer flexible working patterns, to attract a higher percentage of women into our workforce and a pipeline into our upper quartile roles.

This year we will be partnering with specialist apprenticeship and training providers, who will help us diversify our talent pipeline through sourcing a broader range of skilled candidates. We will also be partnering with Code First Girls, who will create a bespoke course on our data stack for three female STEM graduates to enter our engineering department, which is presently male dominated and represents a significant portion of our upper and upper middle quartiles discrepancies.



Strategic aims

AIM 3

To work in partnership with our energy community to create a gender balanced, diverse, and inclusive energy sector

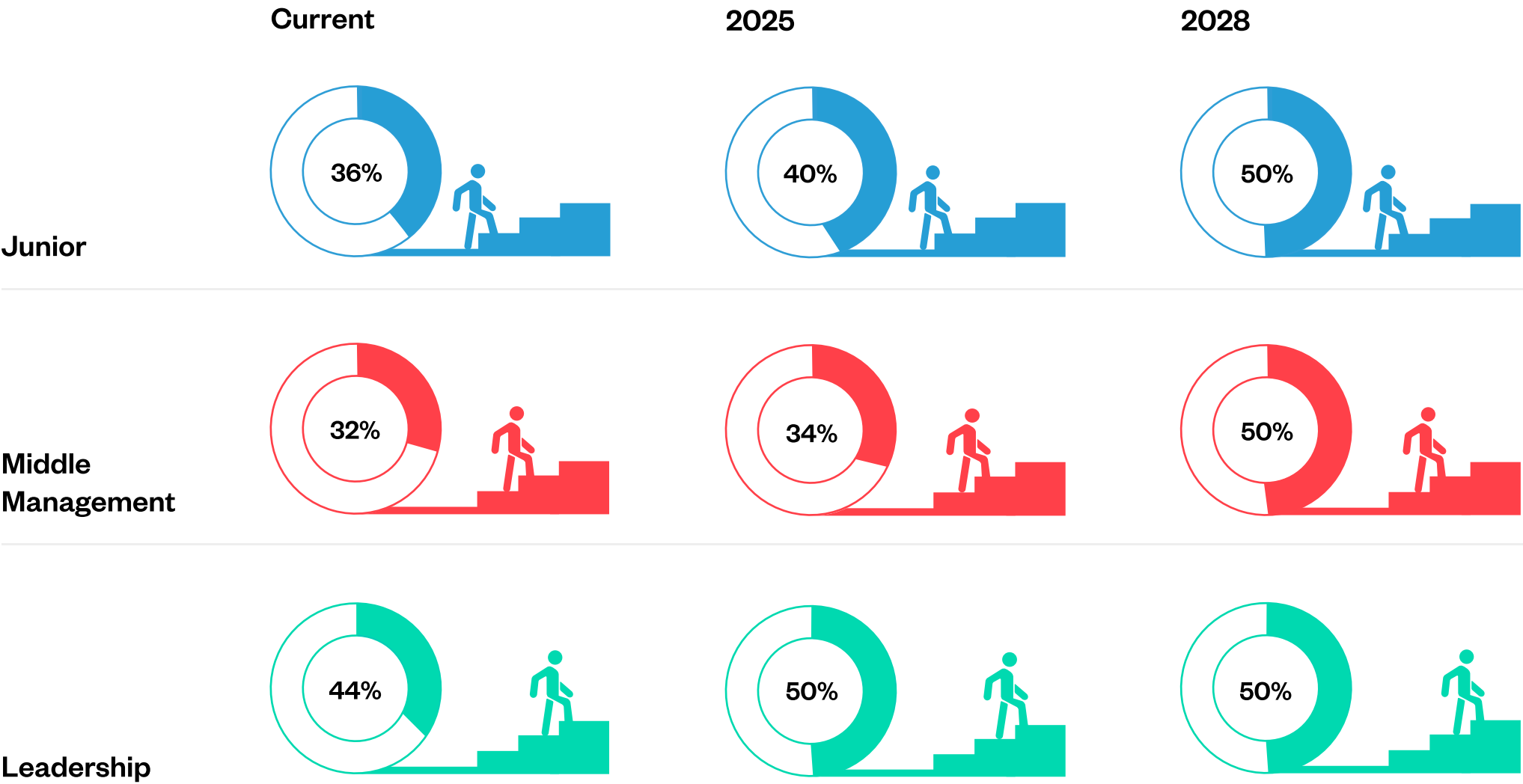
We will continue working with our existing partnerships including:

- Tackling Inclusion and Diversity in Energy (TIDE) taskforce, an industry-wide initiative to improve inclusion and diversity across the energy sector. TIDE aims to combine cross-sector EDI insights and evidence to inform robust outcomes, building on experience and expertise to share best practice and support industry-wide changes.
- Energy Leaders' Coalition and business leaders, D&I experts, Government, and the regulator, to accelerate change so that we have even more diverse talent for the energy transition.

The targets we have set in our strategy align with the POWERful Women group, and the activities we have set out will help us achieve these targets.



Female Representation Levels



Glossary of terms

Energists

How we refer to our people at So Energy.

Mean

the mean is the average value and is the difference in the average hourly rate of men's and women's pay.

Median

The median is the "middle" value and is the difference between the midpoints in the ranges of men's and women's pay. The median is typically viewed as a more representative figure in the gender pay gap figures, as the mean can be skewed by a small number of high or low paid Energists.

Pay Gap

The difference (median and mean) in hourly rate of pay between men and women within So Energy, expressed as a percentage of men's earnings, at the snapshot date of 5 April.

Bonus Pay Gap

The percentage difference (median and mean) in total bonus payments received by men and women in the 12 months preceding the snapshot date.

Bonus Received

The percentage of men and women who received a bonus in the 12 months preceding the snapshot date.

Pay Quartiles

Quartiles are created by arranging all our Energists' pay from the highest to lowest, which is then split into four quartiles: the upper quartile (Q4), the upper middle quartile (Q3), the lower middle quartile (Q2), and the lower quartile (Q1). For ease, the upper quartile is the highest pay quartile, and the lower quartile is the lowest pay quartile.

Gender Identity

In line with our values, we have made a strong commitment to creating an inclusive and diverse culture where our Energists feel they truly belong. As such, we have recognised our Energists by the gender they identify with, as opposed to the gender they were assigned at birth. This is reflected in our Gender Pay Gap Report.

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