

UK Power Networks Gender Pay Report

April 2024



What does UK Power Networks overall Gender Pay look like?

Each year, UK Power Networks reports on its gender pay gap. We are required to publish data each April from payroll results from the previous April.

For April 2024, the Company Gender Pay Gap decreased for both the mean (a decrease of 2.15%) and the median (a decrease of 3.96%). A detailed analysis has highlighted several factors contributing to the decrease. These are explained below.

The most significant factor was the implementation date of the collectively bargained pay awards. At the time of the collation of the 2023 report, the second annual pay award of a two-year deal was implemented for one of our bargaining groups, which were predominantly males, but not the other bargaining group. This was due to the timing of the ballot and acceptance and subsequent implementation of the award. At the time of the collation of the 2024 report, neither of the bargaining groups had been paid any pay award for 2024, therefore not impacting the gap and putting the results more in line with that of previous years.

Overall, there has been a small increase in the number of females in the business, increasing by 0.3% from 2023 to 2024 which is a positive step in the right direction. These appointments have mostly been in the lower-middle and upper quartiles. There has also been an increase in the number of males in the lower quartile.

A detailed analysis of the results is set out in this report.



What do the figures mean?

Comparisons of gender pay are not the same as an equal pay comparison. Gender pay reporting compares what men and women are paid on average. This is different from an equal pay comparison which looks at the rates of pay for same/similar jobs to ensure that men and women are paid equally for the same or similar work. Based on our analysis of the 2024 data we have determined that for every £1 per hour earned by the average female employee, the average male employee earns £1.14. UK Power Networks remains confident that men and women are paid equally for the same or similar types of work.

The requirement to report our gender pay gap was introduced in 2017. The company publishes an overall result for all employees working at UK Power Networks and in addition, publishes separate results for the two elements of our business which are legally required to publish data.

Why does our gender pay gap look like this?

UK Power Networks is an electricity Distribution Network Operator and Distribution Systems Operator in London, the East and Southeast of England employing circa 6,200 employees. Historically, the sector has been dominated by the employment of men in engineering roles, but this is slowly changing as the company commits to recruiting more females and other underrepresented groups into these roles. The shortage of females progressing into STEM subjects (Science, Technology, Engineering and Manufacturing) through education, both at school and university is acknowledged nationally.

UK Power Networks benefits from a stable workforce, and this is reflected in a long average tenure. Changes in the demographic of the workforce are therefore progressive. Average employee turnover is 7% which is less than half the UK average.

This workforce stability inhibits UK Power Networks' ability to significantly increase female representation in the organisation in the short term, but the longer-term plan is to make significant improvements to this gender imbalance through targeted resourcing strategies and employment policies that make career options in the company more attractive to female candidates.

The company remains committed to improving the gender pay position and making the workplace an attractive and accessible place to work for women to join and to progress to the highest levels. .

So how we are closing the gap?

UK Power Networks is committed to improving the gender pay gap through various initiatives. Our Diversity & Inclusiveness (D&I) programme has shown consistent progress, earning us external recognition with 1st place in the 2023/24 Inclusive Top 50 UK Employers List and reaccreditation in both the National Equality Standard and Investors in People Platinum in 2023.

Mentoring and Career Development

UK Power Networks has reviewed its mentoring programmes and established a 'Women in Leadership'

mentoring initiative. The first cohort saw 63% of junior female managers secure new positions following the programme. This initiative has evolved into mentoring circles where senior leaders from across the organisation share their expertise on leadership topics such as Visionary and Strategic Thinking, Decisiveness and Adaptability. This programme ensures the best mentoring provision for women in roles below senior or managerial positions who aspire to advance their careers.

UK Power Networks supports career development schemes with recent intakes including apprenticeships for both school leavers and opportunities for semi-experienced candidates. To ensure consistency of leadership culture, the company delivers several leadership training schemes for both aspiring managers and those already in management positions. The Leadership Academy programme was established in 2020 and encourages line managers to undertake a 12-18-month programme to achieve Chartered Manager status. To date, 44 women have enrolled on these Leadership Academy programmes which represents approximately 21% of total enrolments. These programmes have a 17% promotion rate and an industry leading distinction rate of 84%. Focus is on the 'Inclusive Leader' which features Diversity and Inclusion training, including unconscious bias.

Internal Advocacy and External Engagement

UK Power Networks' employee resource group the EMPower Community (created in September 2018) has continued to grow and now has over 470 employees. It continues to be a pioneering voice for employees. The voluntary group is empowered to work together to accelerate equality and

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inclusion and to raise awareness of equality issues.

In 2024, our company achieved over 3,500 meaningful interactions with young people through targeted mentoring and coaching programmes, supported by 84 Career Ambassadors across the business. We launched 'Circuit Street,' a bespoke interactive workshop where young people can learn about electrical distribution by building kits and connecting cables to maintain power flow.

For female-focused events, we hosted an International Women's Day event at our Sundridge training centre, welcoming 23 female students from three schools in Kent. Additionally, in partnership with Essex County Council, we celebrated International Women in Engineering Day with 50 female students. Both events highlighted our female employees in various roles, featuring a jointing demonstration and a Q&A panel. Impressively, over 50% of participants in our coaching and mentoring programs were female students.

Progress to Date

Our workforce now comprises over 21% female employees, and 19.5% of our managerial positions are held by women, representing a 1% increase from the previous year for both metrics.

25.6% of all promotions were awarded to female employees, reflecting our dedication to career advancement for women.

The Company is taking several actions to ensure equality of opportunity for all and expects that over time this will improve the gender balance, thereby reducing the existing

gender pay gap. To help achieve this, gender neutral language is used on all job adverts. Anonymous CV screening for our apprenticeship and graduate programmes is already in place and we are looking to expand this approach to the whole business by 2028 in line with our regulatory commitments to diversity and inclusiveness.

All hiring managers have access to unconscious bias training as part of the recruitment process and HR continue to support to ensure fairness and equity. Over time, this will improve the gender balance and reduce the current gender pay gap.

UK Power Networks acknowledges that flexible working arrangements play a crucial role in attracting and retaining female employees. We continue to offer blended working options for employees in eligible roles.

Also, and to better attract and support our employees with family-friendly policies, the company regularly reviews its policies to ensure they are aligned with industry standards. The result is that over 22% of newly recruited employees in 2024 were female, marking a 2% increase from the previous year.

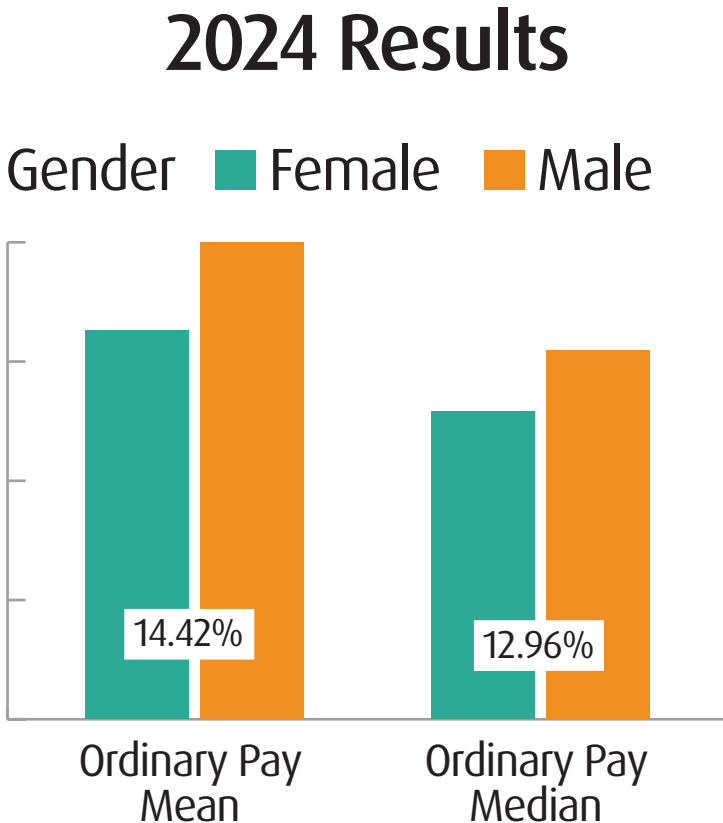
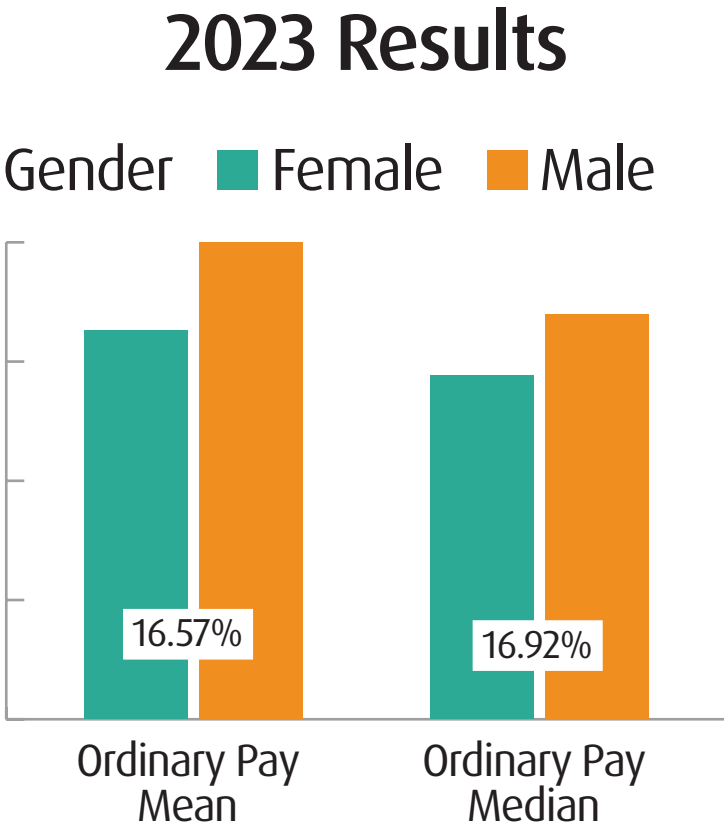


Detailed Results

This section of the report details the overall gender pay position for all UK Power Networks employing entities - namely UKPN (Operations) Ltd, UKPN (South East Services) Ltd, UKPN (Transport) Ltd, UKPNS (Commercial) Ltd, and UKPNS (Contracting) Ltd]. These have been calculated in line with the mechanisms which are set out in the Gender Pay Gap reporting legislation.

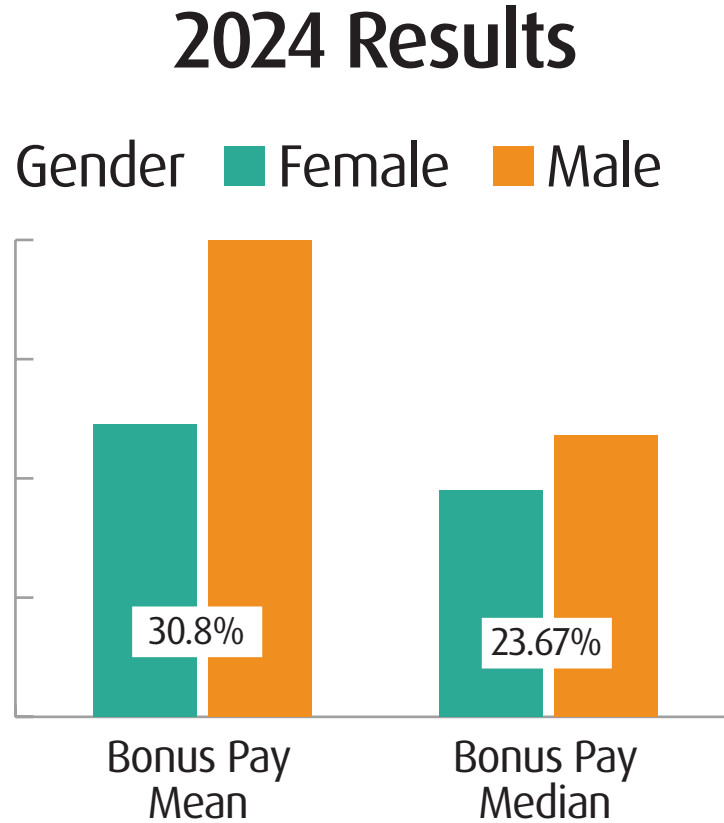
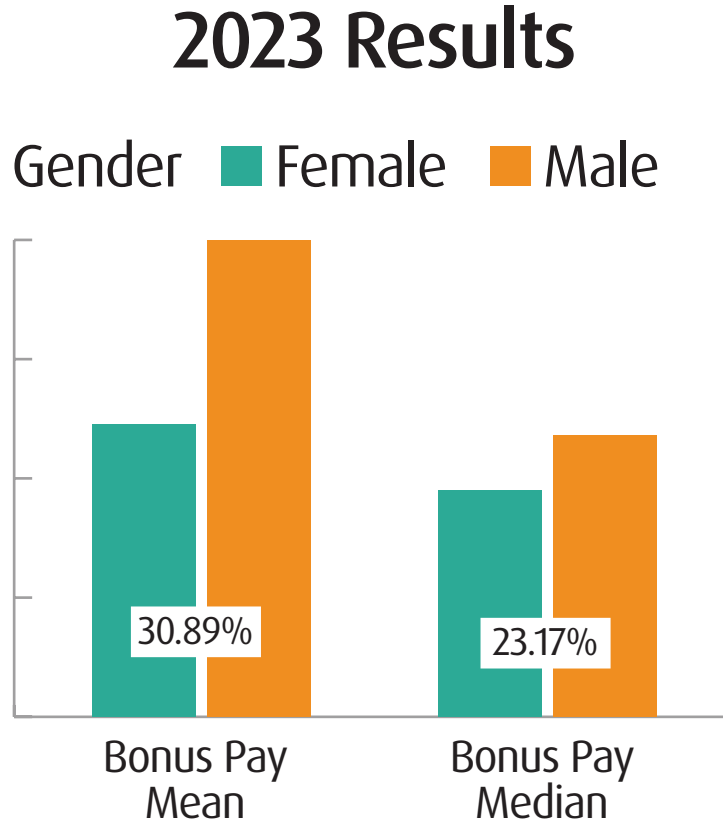
Gender Pay Gap %

Percentage differences between male and female mean and median pay for the pay period including 5th April of that year are compared to the same result for the preceding 5th April.



Gender Bonus Gap %

The difference between male and female mean and median bonus pay in 12 months prior to 5th April of that year are compared to the same result for the preceding 5th April.

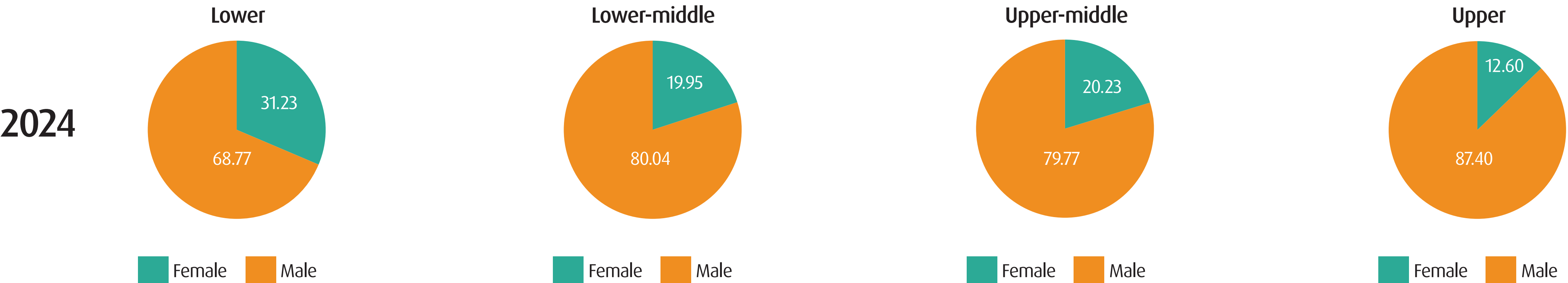
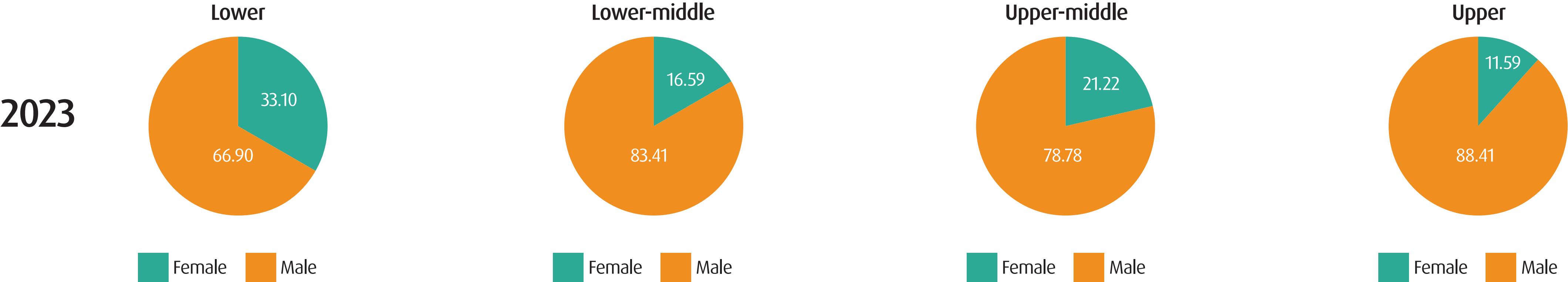


Proportion of Employees in receipt of a bonus

The proportion of males and females in receipt of a bonus in the 12 months prior to 5th April of that year is shown below.

2023 Results		2024 Results	
Females	Males	Females	Males
95.47%	96.28%	91.71%	93.58%

Distribution of female and male employees by quartile of the UK Power Networks Salary Distribution



UK Power Networks Gender Pay by Business Entity

As required by the Regulations, UK Power Networks is required to break down and provide analysis for any Business Entity that has 250 or more employees. These details can be found below:

2023		Gender Pay Gap Percentage difference between male and female		Gender Bonus Gap Percentage difference between male and female		Proportion of Employees in receipt of a bonus (%)	
Business Entity	Number of Employees	Mean	Median	Mean	Median	Male	Female
UKPN (Operations) Ltd	4801	18.73	19.10	32.97	23.61	96.45	95.73
UKPN (South East Services)	434	0.59	-0.30	58.56	51.07	97.24	100.00

2024		Gender Pay Gap Percentage difference between male and female		Gender Bonus Gap Percentage difference between male and female		Proportion of Employees in receipt of a bonus (%)	
Business Entity	Number of Employees	Mean	Median	Mean	Median	Male	Female
UKPN (Operations) Ltd	5265	16.21	14.43	32.60	23.98	93.56	91.87
UKPN (South East Services)	420	4.85	0.02	57.93	45.24	93.95	90.00



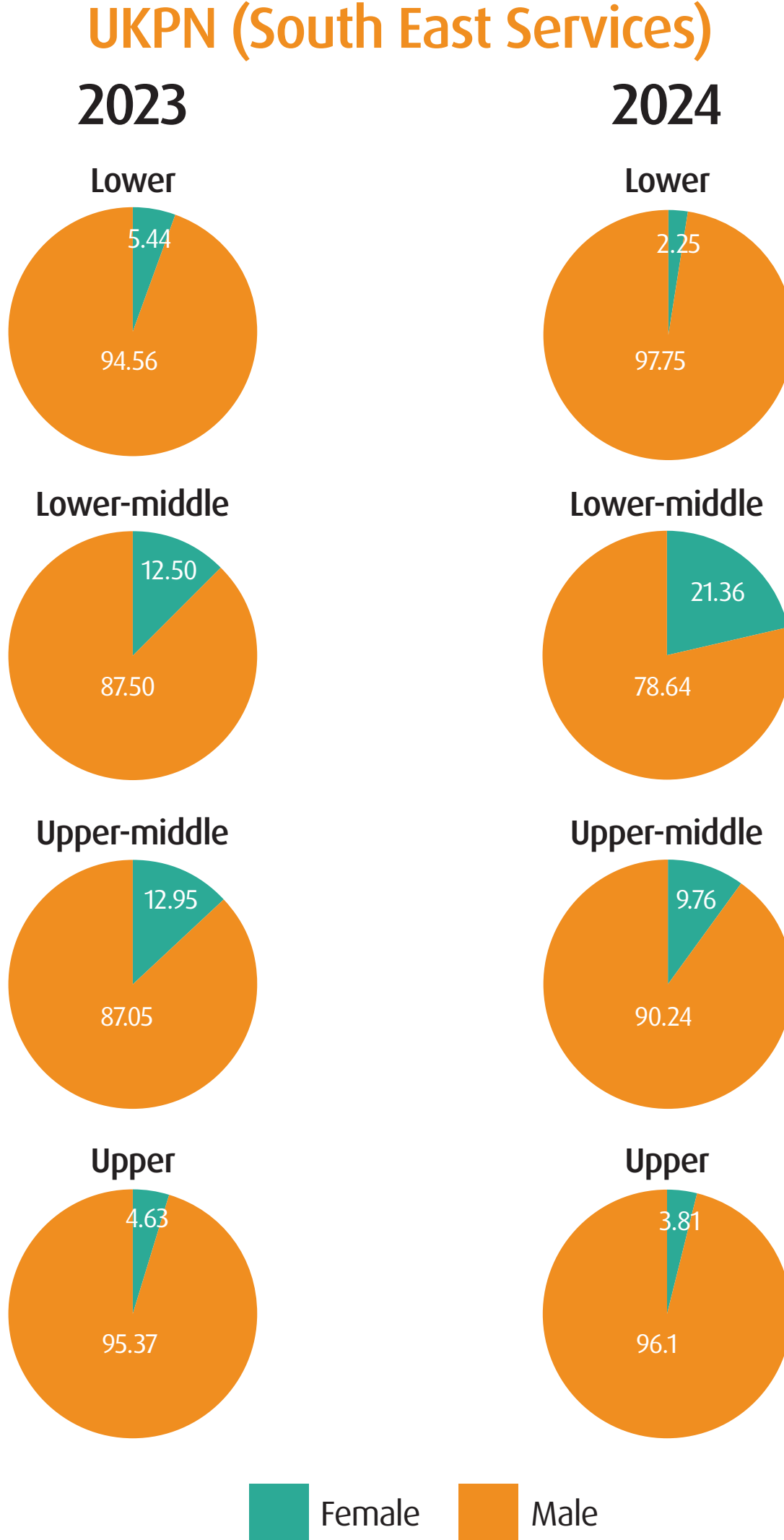
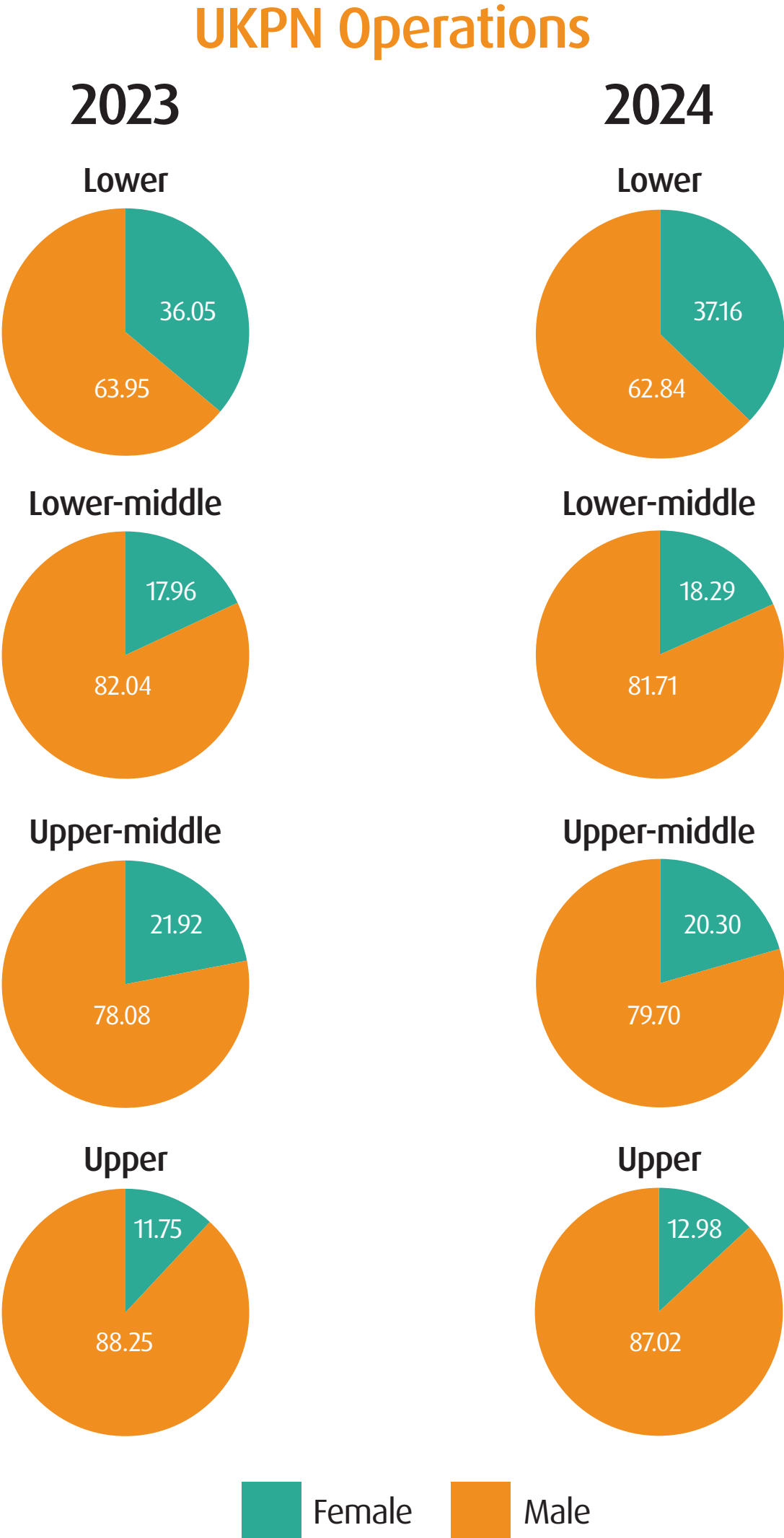
Explanation of Business Entities:

UKPN (operations) Ltd: The majority of staff are employed under UKPN (Operations) Ltd.

UKPN (South East Services): This business Entity employs staff within groundwork operations and includes recently transferred (TUPEd) staff.

Note: No separate data is required to be published for the following business entities as they employ under 250 employees: UKPN (Transport) Ltd, UKPNS (Commercial) Ltd and UKPNS (Contracting) Ltd.

Pay Quartiles by Business Entity





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