

Gender pay gap

Introduction

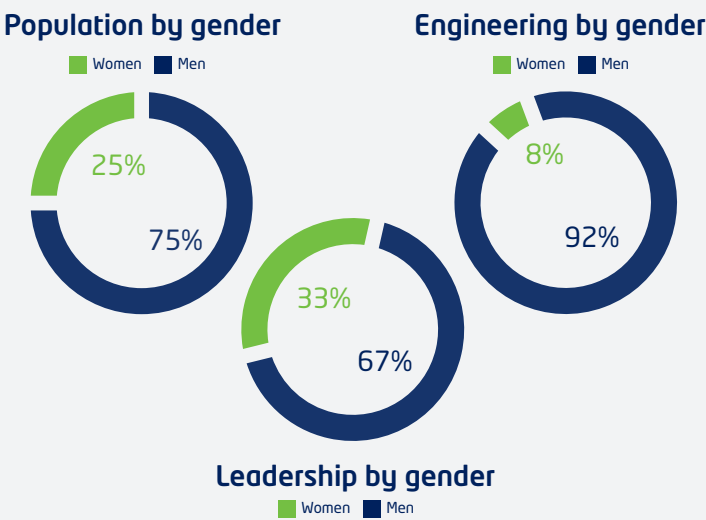
At Electricity North West we're committed to creating a diverse and inclusive environment where everyone feels they belong and can reach their full potential.

Our gender pay gap of 11.9% benchmarks well against other companies in the energy sector and last year's average UK gender pay gap of 13.1%. We do not have a gender pay gap for employees aged under 25, and we have a much smaller pay gap (approx. 6%) for those between the ages of 25 to 35.

Our diversity and inclusion (D&I) progress this year

As this year's result show, we recognise that our gender pay gap will remain relatively similar in the short term, but we are confident that our focus now, in attracting more women into our award-winning apprenticeship scheme and increasing the number of women on our leadership teams, will reduce our mean gender pay gap in the longer term. This is supported by the small pay gap we have for those under age 35.

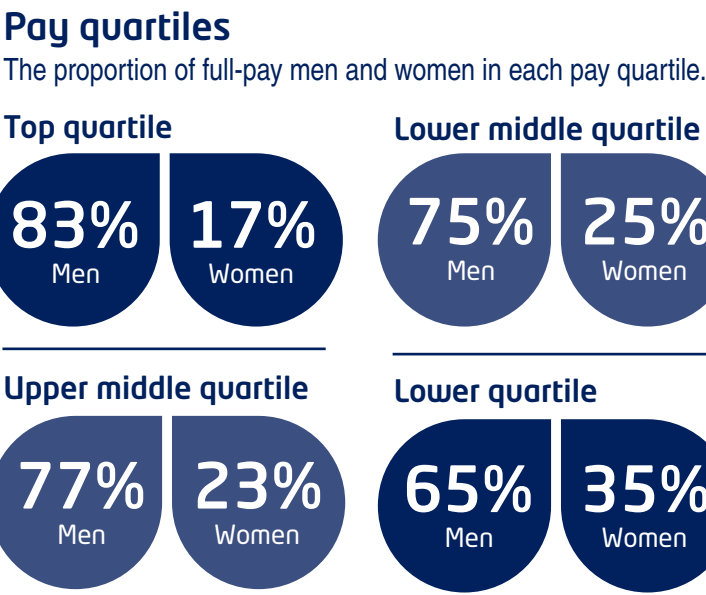
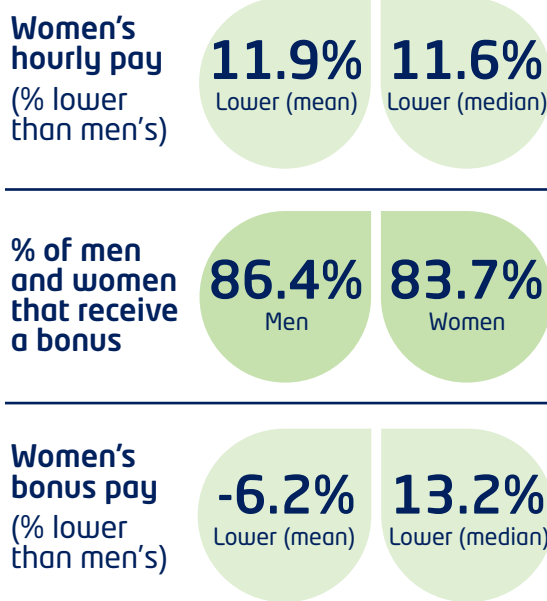
We are proud of our ongoing progress since implementing our Diversity and Inclusion Strategy in December 2021. We continue to excel in creating an inclusive workplace. In November 2024 we achieved our highest ever agreement rate in our employee satisfaction survey of 83.9% with a response rate of 90%. In addition we achieved external recognition, following our initial Investors in People recognition in September 2022, we were determined to build on our success and quickly progressed to Investors in People Silver in 2024, feedback from this process told us:



“93% of your people believe that their role enables them to work collaboratively.”

“Your people appreciate that there is a more positive culture, and that communication, wellbeing and feedback are being prioritised.”

“People feel that a good balance has been maintained between supporting staff's wellbeing and driving performance.”



Attracting diverse talent

So far this year, 30% of our employment offers (since April 2024) are to women, which is in line with the company goal to achieve 30% women by 2028. In addition, in 2024, 27% of our apprentice cohort was female (a 5% increase from the previous year).

This provides us with confidence that we are heading in the right direction. This year we have increased our

outreach to attract more applications from women, including hosting our own women's careers fair, attending STEM women's events and promoting our opportunities through women centric platforms, such as Women in Engineering. Our education programme has a strong focus on inspiring girls into our industry through our girls work experience programme.

Developing our people

We have many opportunities to develop from early careers, through to senior leadership.

Feedback from Investors in people told us "Your people appreciate the opportunities for growth that are available with training, qualifications, promotions and interesting

projects all being cited as examples of how people can realise their ambitions within the organisation". Our colleague resource groups continue to grow in members. These include networks for women, parents and carers and menopause support.

Other achievements over the past year

Ethnicity Since the launch of our strategy, we have seen an increase in over 3% of ethnic diversity across our workforce. 15% of our offers year to date have been to ethnically marginalised applicants, which will help us continue to grow this number and be fully representative of the communities we serve.	Armed forces We now offer work experience to people considering leaving the Armed forces to support them in civilian career decisions.	Parents & Carers Our new family friendly policies provide competitive enhanced benefits for new parents, with up to 12 weeks paid leave for neonatal care and fully paid appointments for fertility treatment.
Neurodiversity Inclusive employers supported our teams with a virtual event on 'celebrating neurodiversity in the work place'.	Menopause We partner with 'Harley's at Home', experts in perimenopause and menopause support. In October we facilitated face to face events that included speakers on nutrition.	Colleague Resource Groups (CRG's) Our CRG leaders were recognised as the 'best project team' at our annual Powerful People awards, reinforcing the value these networks add to our work place.

 Armed Forces employer	 Disability Confident employer	 Real Living Wage employer since 2019	 Investors in People organisation	 Inclusive employer
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What's next?

Leadership development continues to be a focus for us. This year our female leaders will be attending bespoke training as we strive to continue building an environment where female leaders can openly share their experiences and access support in addressing challenges specific to women in leadership.

We will expand our efforts to increase applications for roles from Women through our outreach programme. We will be launching our new 'Women in Energy' careers website where we will showcase the support and amazing talent in our company.

Here's what some of our female colleagues have to say about working here...

Scan the QR code to watch our video...



Case study Sushma Garudadwajan, Business Support Team Leader



“I feel very strongly about girls coming into the engineering profession, pursuing STEM subjects. If you've got that spark of curiosity in you, there wouldn't be any other place than Electricity North West.”

Case study Kate Kirkham, Talent Acquisition Manager



“I went off to have a baby and came back on a four-day week. I did a qualification and I was promoted. In a lot of businesses if you're part time, you can't progress. But it's not like that here at all.”

Case study Maria Wheeldon, Head of Human Resources



“In just seven years I have significantly elevated my career through the fantastic opportunities that have been available. I am proud to work for ENWL, it is a great place to work, grow and develop.”

Case study Nicola Davies, Energy Manager



“They've always cared about my development in the company and just making me the best I can be.”

Case study Nadia Ratchford Project Coordinator



“I'm excited to put into practice some of what I learned here through the Women Empowered group.”



If you'd like to know about working at Electricity North West please visit our [Careers](#) page.

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Ian Smyth, CEO