



Gender Pay Gap Report 2022



INTRODUCTION

NGP Utilities LTD (NGP) is Europe's largest energy consultancy and provides innovative solutions to help businesses reduce their energy consumption, costs, and carbon footprint. Our team of experts work with businesses across a range of industries to help them achieve their energy and sustainability goals, from implementing energy-efficient technologies to developing long-term energy strategies.

At NGP, we believe that diversity, equity, and inclusivity are essential to building a successful and sustainable business. We are committed to creating an environment where all employees feel valued, supported, and empowered to reach their full potential. As part of this commitment, we aim to promote an environment where all our employees are paid fairly for their contribution to the success of our company.

After the analysis from the 2022 Gender Pay Gap result, we remain certain that whilst we do not have an equal pay issue, we will work to address the gender pay gap.

ANALYSIS OF 2022 DATA

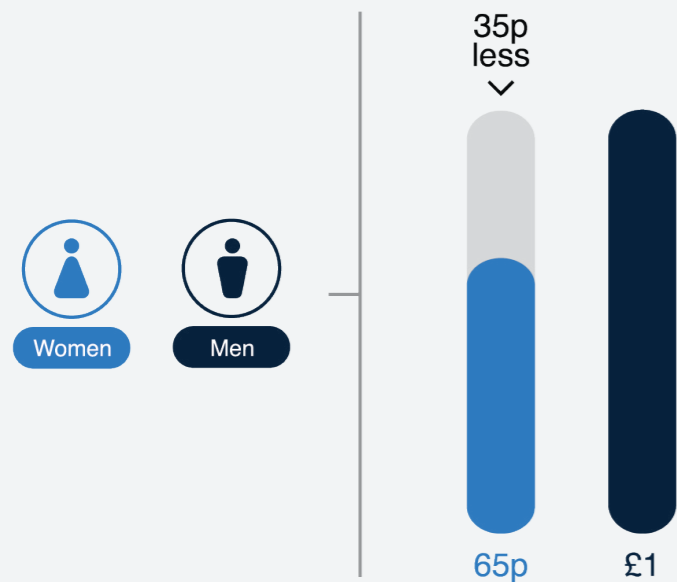
NGP's mean and median gender pay gaps for 2022 are influenced by the mix of gender and demographics in our business, the diversity of roles performed, and pay variations across the industry. Our internal reward programs, such as an uncapped commission structure, also contribute to significant fluctuations in individual remuneration packages. We believe that this factor played a crucial role in the changes observed in our 2021 Gender Pay Gap report.

Furthermore, organisational changes implemented between reporting years have resulted in a higher proportion of males holding senior/higher- paid roles, as evident in the quartile distribution. While a bonus is not universally accessible to all employees, it is offered as a component of the package for senior positions in the organisation. The gender imbalance in these positions is reflected in the gender bonus pay outcomes.

We recognise that reducing the gender pay gap requires a comprehensive strategy. We remain certain that whilst we do not have an equal pay issue, we will work to address the gender pay gap.

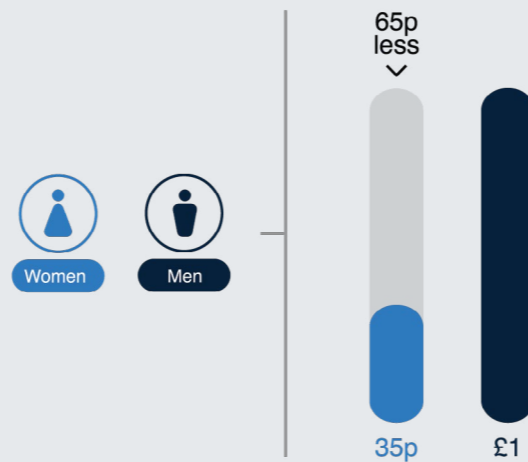
HOURLY PAY GAP

At NGP, women earn 65p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 39.9% lower than men's.



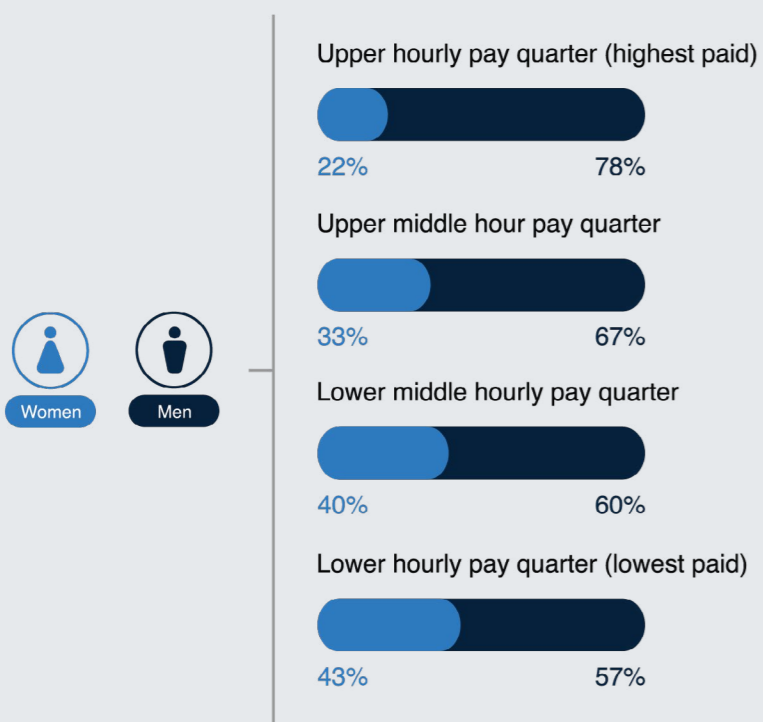
BONUS PAY GAP

At NGP, women earn 35p for every £1 that men earn. Their median bonus pay is 65.4% lower than men's.



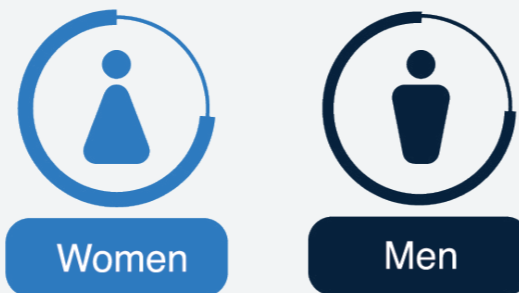
% OF WOMEN IN EACH PAY QUARTER

At NGP, women occupy 22% of the highest paid jobs and 43% of the lowest paid jobs.



WHO RECEIVED BONUS PAY?

73% Women, 76% Men



ACTION PLAN

NGP is committed to reducing the gap seen within our report through the following plans:

Succession Planning

A thorough review of our succession planning practices has been conducted to guarantee that a **balanced talent pipeline for women and other underrepresented groups is established and recognised.**

This will result in increased representation of women in all levels, particularly in senior and leadership positions.

Flexible Working

We **support flexible working arrangements for all employees** to help them balance their family and work commitments. We are proud that our employees who return from maternity leave typically use this option to balance their commitments.

Women's Network

Our recently introduced Women's Network represents female employees across all departments and positions **to identify and address potential inequalities** they may face in their roles.

Family-Friendly Policies

We have implemented enhanced family-friendly policies, including **nine months of fully paid maternity leave** for our employees.

Job Evaluation

We have refreshed the governance structure surrounding job evaluation **to ensure that roles are fairly rewarded** for their contribution to the company and aligned with external benchmarks.



SAM MORALEE,
Head of Corporate
Social Responsibility

DECLARATION
I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



SCOTT HIGH,
People Director

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I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.