

# Uniper 2018 Gender Pay Gap

The data provided within this statement covers our two legal entities employing 250 people or more: Uniper UK Ltd and Uniper Technologies Ltd. The snapshot date for this report is 6<sup>th</sup> April 2017 to 5<sup>th</sup> April 2018.

## Summary of results compared to last year

The mean and median pay gap for both legal entities has increased slightly since last year. The mean bonus pay gap figure for both Uniper UK Ltd and Uniper Technologies Ltd is due to the low representation of females in Senior Leadership positions. Uniper UK Ltd has seen an increase in female representation in the upper middle quartile range, this is due to the promotion of some females into management roles in 2018. The Uniper UK Ltd median bonus gap can be attributed to a difference in bonus schemes within our collective agreements.

## Uniper UK Limited Gender Pay Gap Data

### Mean & Median Gender Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	21.4%	21.4%
Gender Bonus Pay Gap	24.2%	-51.1%

### Proportion of Males/Females receiving a bonus

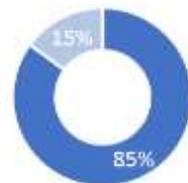
	Female	Male
	92.6%	95.3%

### % of Males & Females in each Quartile Band

Quartile	Female	Male
Upper	7.0%	93.0%
Upper Middle	10.8%	89.2%
Lower Middle	14.7%	85.3%
Lower	27.0%	73.0%

### Uniper UK Ltd.

Snapshot 6th April 2017 – 5th April 2018



■ Male ■ Female

## Uniper Technologies Ltd.

### Mean & Median Gender Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	24.2%	32.9%
Gender Bonus Pay Gap	58.4%	0%

### Proportion of Males/Females receiving a bonus

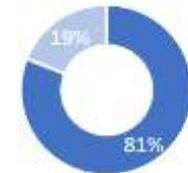
	Female	Male
	95.3%	95.9%

### % of Males & Females in each Quartile Band

Quartile	Female	Male
Upper	7.1%	92.9%
Upper Middle	15.5%	84.5%
Lower Middle	8.4%	91.6%
Lower	42.9%	57.1%

### Uniper Technologies Ltd.

Snapshot 6th April 2017 – 5th April 2018



## What action are we taking?

We continue with our commitment to attract more females into our industry and redress the under representation at the senior level within our organisation. In 2018 the UK Diversity and Inclusion Working Group was established to focus on four core objectives: promoting an inclusive culture, identifying and removing barriers to succession and development, reviewing our recruitment and selection practices and promoting flexible working.

Diversity and Inclusion is a regular fixed agenda item on all Board and Senior Leadership Team Meetings ensuring that the subject receives the required attention. It has been recognised that supporting the development of an Inclusive leadership team requires a focus on learning and development, peer networking is planned to support and embed this in the organisation. During 2018, unconscious bias training was delivered to our leadership population and will continue to be available. In addition, a management development program has been launched which includes a mandatory module on inclusion to ensure that it is embedded in the future organisation. A mentoring program and support has also been rolled out together with a reverse mentoring programme to help colleagues build relationships with those who are at different stages of their career. We are also using a writing platform to gender neutralise our job adverts.

A complete review of HR policies and procedures is underway to ensure that a diversity and inclusion lens has been applied to everything that we do. We are also working towards improving the onboarding experience for our people. Uniper continue to ensure that all of our recruitment and selection practices are based on an objective analysis and definition of the abilities, skills and experience required for the job. We continue to use the HAY role evaluation methodology to score our jobs across all grades, to ensure our systems of pay are fair and consistent.

We are actively engaging with our external networks to gain ideas from other organisations facing the same challenges as we do (Womens Engineering Society, POWERful Women, The Energy Equality & Diversity Forum). At Uniper, we recognise that improving our gender pay gap will take a significant number of years and we remain committed to taking action over the long term.

## STATEMENT

We confirm that the information and data provided is accurate.

Mike Lockett  
Country Chairman, Uniper UK Ltd

David Potter  
Director, Uniper Technologies Ltd