OVO Energy
Gender Pay Statement

This report presents the 2017 gender pay figures for OVO Energy.
What is the gender pay gap?

The Government introduced new regulations requiring all companies with more than 250 employees to publish set gender pay figures, as well as gender bonus figures, by 4 April 2018.

These figures show average earnings of men and women across a business, irrespective of role, nature of work or seniority - in this way it shows if there is a difference in the number of men and women employed by a business, their seniority and which area of the business they work.

The gender pay gap is not about comparing pay for men and women doing the same job and OVO Energy has robust processes to ensure our pay rates are reviewed and set fairly and consistently.

What are OVO Energy’s gender pay reporting figures?

**Pay Gap**

<table>
<thead>
<tr>
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<th>Mean</th>
<th>Median</th>
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<tbody>
<tr>
<td>Hourly Pay Gap</td>
<td>16.4%</td>
<td>4.2%</td>
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<tr>
<td>Bonus Gap</td>
<td>8.8%</td>
<td>3.0%</td>
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**Proportion of men and women per pay quartile**

The table above shows our overall mean and median gender pay figures based on hourly rates of pay as of the snapshot date, 5 April 2017. It also captures the mean and median difference between bonuses paid to men and women at OVO Energy in the year up to 5 April 2017.
Why does OVO Energy have a gender pay gap?

We understand the figures show a gap which follows society-wide trends. However, we take responsibility to understand and address the reasons behind it.

OVO Energy has continued to grow rapidly, and as such, attracting and retaining the best talent has always been at the heart of our people strategies. As a technology-focused business, with a fast growth trajectory in areas of the business that are traditionally male-dominated, we’ve seen our initial 50:50 gender split move to a growing difference in the number of male and female employees.

We are actively aware of this and the importance of continuing to be an inclusive place to work, we therefore try and attract the best female talent in all areas of our business.

Our next steps?

At OVO Energy we are passionate about cultivating an inclusive working environment, which is better for everyone. We are aiming to do that by putting even more focus on Inclusion and Diversity and establishing a more formal strategy to positively champion this through the following actions in 2018:

• Establishing an Inclusion and Diversity Steer Co of senior leaders to drive positive change and lead inclusivity within their areas, working closely with Employee Forum.

• Continuing to have a representative from OVO Energy on Bristol's Women in Business TaskForce, part of Bristol Council’s Women’s Commission.

• Continuing to offer flexible working and a Family Friendly policy to help everyone find the best life-work balance for them.

• Continuing to grow OVO Networks, positively encouraging employees and providing budget to set up networks that are important to them.

• Continuing to run Coder Dojo sessions for children to encourage, and open doors to, a technology career path from an early age.

• Remain committed to attracting the best female talent in technology through advertising on womenintech.co.uk, posting gender inclusive job posts and role-modelling through speaking and hosting various networking events.

• External pledge with Powerful Women aspiring to increase our female population in senior leadership, within Technology and Smart Metering Engineering.

We aim to continually improve our gender gap and will publish the results again in April 2019 as a requirement of the government initiative into gender pay.

Statement

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

Chris Houghton,
CEO Energy Retail
OVO Energy