

Npower Limited's 2017 Gender Pay Gap



This report presents the 2017 gender pay gap for Npower Limited.

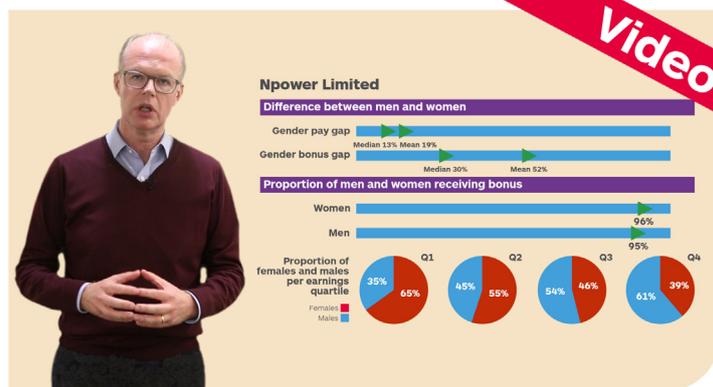
What is the gender pay gap?

The gender pay gap measures the difference between the average pay of all men and women in a company, for a picture of where they tend to work.

Often, the gender pay gap is confused with unequal pay, though this is a different measurement.

Unequal pay is when one gender is paid less than the other for the same work. Unlike the gender pay gap, which measures the difference in earnings at the company level, this is calculated by comparing the pay of employees on a case by case basis.

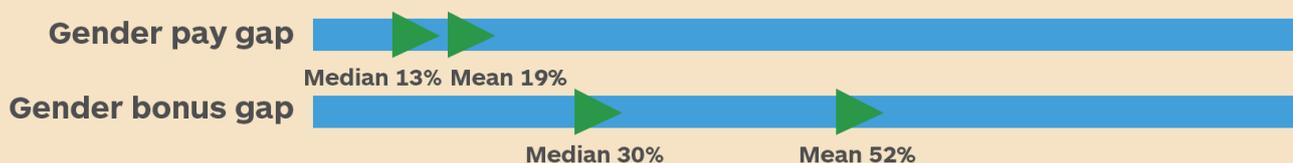
Watch our HR Director, Chris Pilgrim, explain the causes of our pay gap and what we're doing about it.



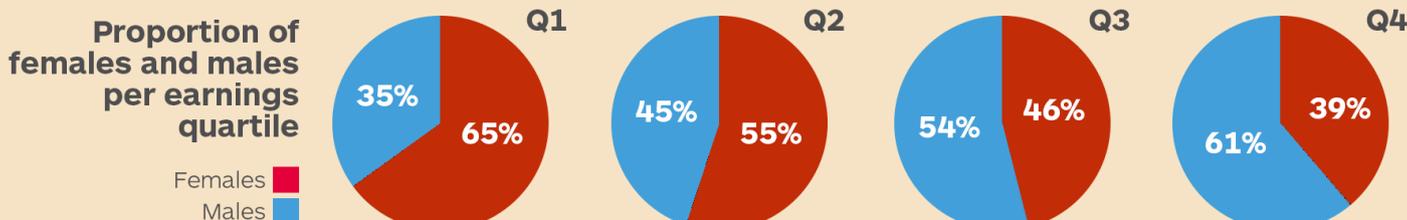
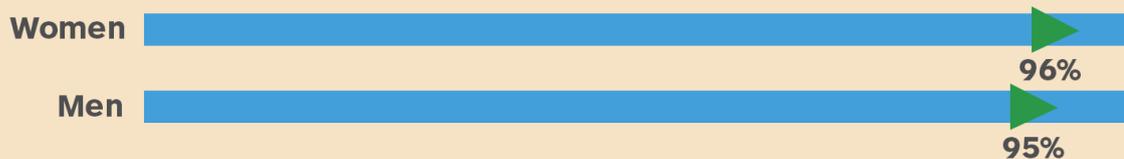
What is our gender pay gap?

Npower Limited

Difference between men and women



Proportion of men and women receiving bonus



What causes our gender pay gap?

We've worked to understand the story behind our numbers. Many factors drive the difference in the average earnings of our men and women, but there are two significant causes.

Firstly, we know that men and women tend to work at different levels in our company. As a general trend, men are more likely to work in our senior positions than women.

Secondly, a far higher proportion of our women work in part time roles. While this bears no impact on women's hourly basic pay, this does impact other elements in the pay package.

Our Next Steps

While a lot of the differences in where our men and women work come down to different choices, we care about building an environment where all employees have access to the same opportunities. We'll continue our work towards this in three areas:

1. Recruitment - ensuring we select the right person for the job, through fair and balanced processes.
2. Development Opportunities - ensuring merit alone determines who our future leaders are.
3. Family Policies - developing policies to help remove the barriers that employees with family commitments can face in advancing their careers.

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements:

Chris Pilgrim
HR Director

Npower Yorkshire Limited's 2017 Gender Pay Gap



This report presents the 2017 gender pay gap for Npower Yorkshire Limited.

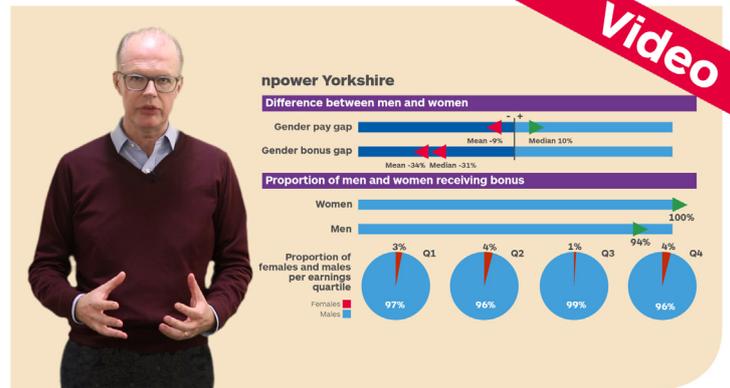
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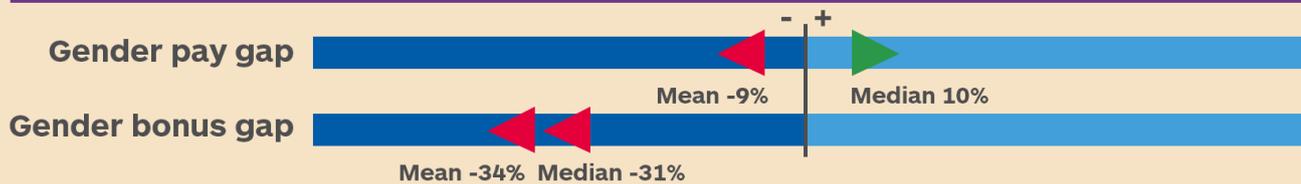
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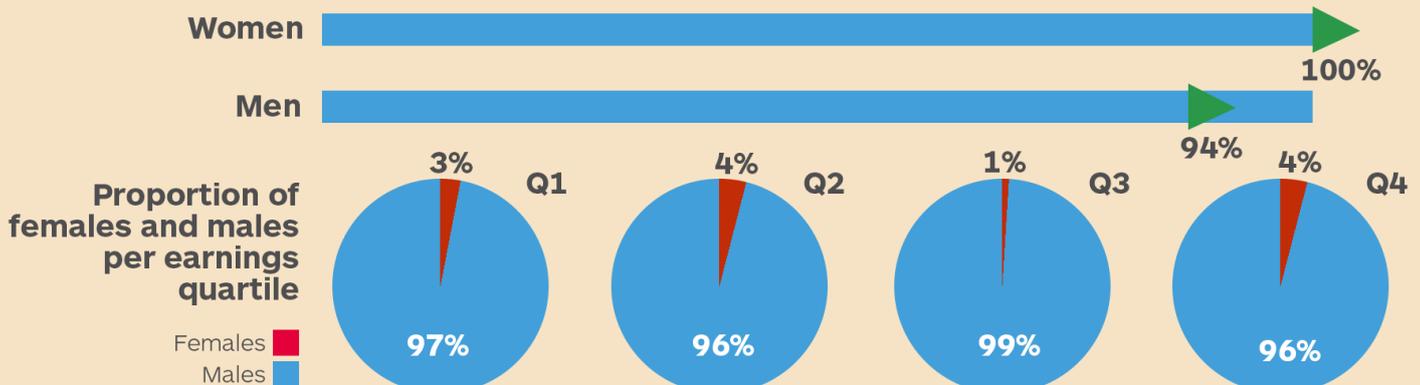


npower Yorkshire

Difference between men and women



Proportion of men and women receiving bonus



What causes our gender pay gap?

npower Yorkshire's pay gap is unusual because it tells us that, on average, women earn more than men.

With only 3% of npower Yorkshire being female, the figures present a misleading picture. Just a small number of higher earners is enough to significantly inflate the average female salary.

The median pay gap is a more reliable measure of the earnings differential in npower Yorkshire, putting the pay gap at slightly above national average (9.1%)¹. This gap is a consequence of where men and women tend to work. Excluding a cluster of higher female earners, men are more likely to work in our senior positions than women.

1. Office For National Statistics, 2017

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HR Director

innogy Business Services 2017 Gender Pay Gap



innogy

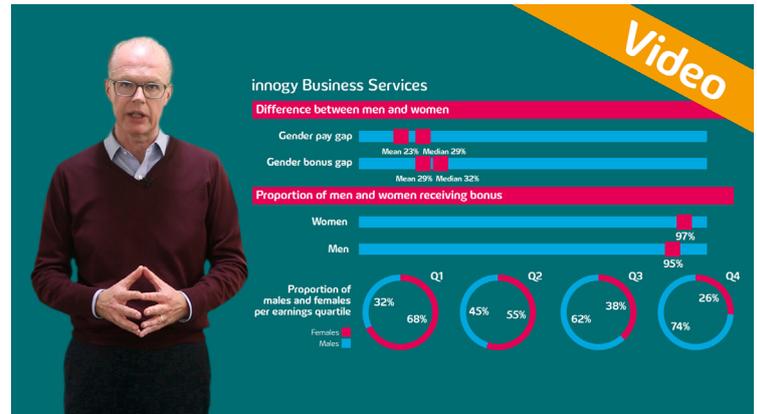
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innogy Business Services Board member, Chris Pilgrim, explains in a video the causes of our pay gap and what we're doing about it.



What is our gender pay gap?

innogy Business Services

Difference between men and women



Proportion of men and women receiving bonus



Proportion of males and females per earnings quartile

Females
Males



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