



Field Force Gender Pay Statement

This report presents the 2019 gender pay figures for Field Force.

What is gender pay reporting?

It's a regulation brought in by the Government in 2017 to make sure that companies with more than 250 employees publish their gender pay figures – along with bonus figures each year.

These figures show the difference in the average hourly earnings of men and women across a business, irrespective of job roles, the nature of work being done, or seniority levels. It also looks at the amounts paid out in bonuses, but doesn't account for those which are lower because fewer hours have been worked.

The pay gap isn't about equal pay. We're committed to keeping our pay rates fair and consistent across the genders. And we take lots of robust measures to make sure this happens: like tracking our annual salary reviews to check they're processed with equity.

Instead, it focuses on the difference in collective salaries of all men and all women within a business, showing where they sit within a company in terms of the pay quartile they're in, from the highest to the lowest paid.

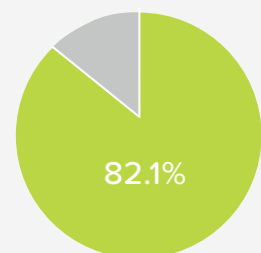
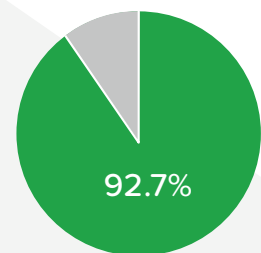


What are Field Force's gender pay reporting figures?

Pay Gap

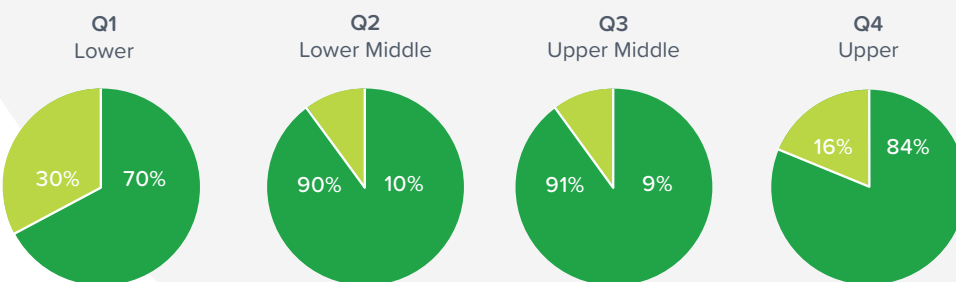
	Mean	Median
Hourly Pay Gap	10.4%	11.2%
Bonus Gap	14.7%	25.6%

Proportion of men and women receiving a bonus payment



Men Women

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 2019. It also captures the mean and median difference between bonuses paid to men and women at Field Force in the year up to 5 April 2019.

Why does Field Force have a gender pay gap?

This is the first year Field Force has been required to report on the gender pay gap. Our gender pay gap is primarily driven by the fact that Field Force employs more men than women – and has a higher number of men in software engineering and software technology roles, which causes the difference in our upper pay quartile. Women aren't well-represented within Science, Technology, Engineering and Mathematics (STEM) subjects which feed into the majority of our roles. This means that, while our Field Force teams have continued to grow, we've unfortunately had few women applying for roles.

This isn't about comparing salary practices between men and women in the same job. Field Force has robust processes to make sure our pay rates are reviewed and set fairly and consistently. We track our annual salary review processes so that we review pay and apply increases with equity – regardless of gender.

Seeing these figures motivates us to encourage more women to apply for positions in areas where gender balance hasn't yet been achieved.

What are we doing about it?

We're aware of our gender pay gap and feel passionately about being an inclusive place to work. That's why we've set up a number of initiatives to address the Gender Pay Gap and improve things for both men and women in 2020:

- As part of our pledge to the POWERful Women initiative, we've taken steps to improve how we attract, retain and progress women in senior leadership and technology roles. And we reiterated this commitment locally as a Founding Signatory of the Bristol Women in Business Charter.
- We're strengthening our Inclusion and Diversity Steer Co to drive positive change and encourage senior leaders to promote inclusivity within their areas.
- We relaunch OVO's careers website to attract the best female talent and help increase the diversity of candidates OVO receives for roles. We did this by producing new content aimed at increasing applications from diverse backgrounds. And by only posting gender-inclusive job posts, role-modelling through internal showcases (including International Women's Day events), and hosting various external networking events.
- We're offering Field Force apprenticeships to address the lack of diversity and encourage more women to enter the field.
- We host a mentoring scheme supported by OVO's senior leaders to help people across the organisation develop and grow their careers.
- We're representing OVO Energy on Bristol's Women in Business Task Group, part of Bristol Council's Women's Commission, taking a leading role in the creation of the Bristol WiB Charter as a citywide initiative.
- We're continuing to offer flexible working and a family-friendly policy to help everyone find the best life-work balance for them – and have published the principles of these policies online in the spirit of transparency.



Field Force is the part of OVO Energy where all our field engineers work. This includes our workforce in smart meter installations and service engineers. We reported our Gender Pay Gap for Field Force separately from OVO Energy this year due to the threshold for number of employees being reached for Field Force to report as a different part of the business.

What are we doing about it?

In fact, in 2020 we set up a number of initiatives to address the Gender Pay Gap and improve things for both men and women:

- We're reviewing all policies and have updated our values to make sure we're offering a truly inclusive workplace for everyone, and that our values promote principles of inclusion and diversity.
- We're growing new OVO networks, including Parenting Networks.

We're committed to working towards a long-term goal of addressing our gender pay gap, and will publish our next set of results in April 2021.



Statement

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

Adrian Letts,
Retail CEO of OVO Energy

Stacey Cartwright,
Chair of OVO Energy Board

