

## Introduction

At Electricity North West we're committed to creating a diverse and inclusive environment where everyone feels they belong and can reach their full potential.

We're proud of the essential role we play in supporting our communities and we strive to provide the best possible service for our customers.

We believe that having a diverse workforce which is representative of our communities is key to

developing our culture and driving inclusivity.

We know there are challenges to attracting and inspiring diverse talent into a largely male industry, but that hasn't stopped us from working hard to drive change, increase diversity and inclusion (D&I) and close the gender pay gap.

We're on a journey of continuous improvement and we're always looking for new ways and ideas to continue to make this a great place to work.

## Attracting diverse talent

In the past year we've made great progress with our goal to be representative of the communities we serve. We've launched our D&I strategy to help increase the number of colleagues from diverse backgrounds and to help create an environment where colleagues can be themselves, reach their full potential and build long-lasting careers.

We've set ourselves stretching targets to measure our success and we're already seeing an improvement. The diversity of colleagues recruited in the last two years is significantly greater than the rest of our business,

demonstrating the success of our focused approach.

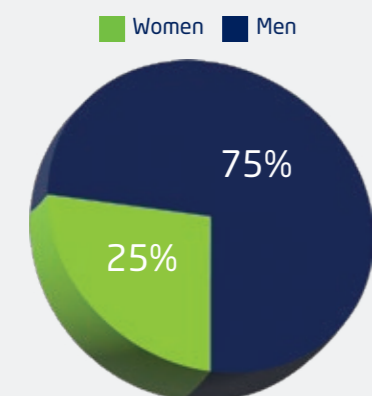
In addition to our talent programmes we continue to support females at entry level by creating partnerships in our local communities to promote the value of STEM subjects.

Although we didn't run an apprentice programme in 2021 we're pleased to see that our percentage of female engineers has risen by 2% in the past two years. Our 2022 apprentice programme will be focused on ensuring we attract a diverse candidate pool that reflects the local community.

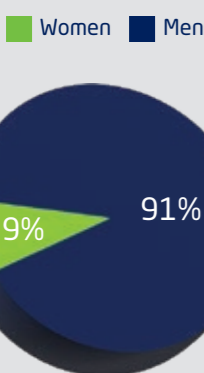
## Our progress this year

This is the fifth year of reporting gender pay gap data. We're making improvements year on year and we're committed to building on the progress we've made so far.

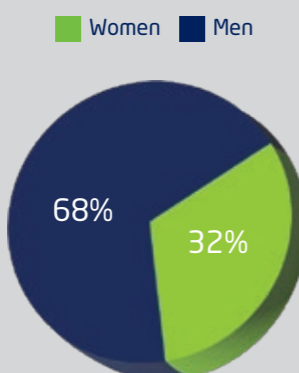
Population by gender



Engineering by gender



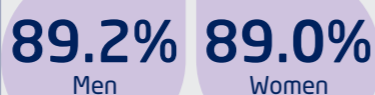
Leadership by gender



Women's hourly pay (% lower than men's)



% of men and women that receive a bonus



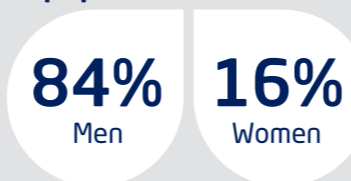
Women's bonus pay (% lower than men's)



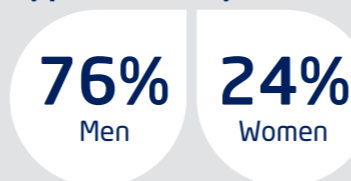
### Pay quartiles

The proportion of full-pay men and women in each pay quartile.

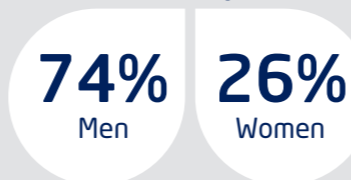
#### Top quartile



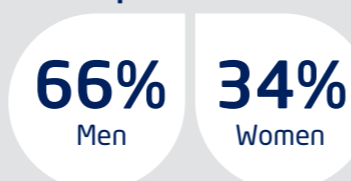
#### Upper middle quartile



#### Lower middle quartile



#### Lower quartile



## Developing our people

Following the commitment of our executive leadership team in 2018 to increase female representation in leadership roles, we exceeded our target of 30% by March 2021. 32% of our leadership population are now female which is helping to reduce our gender pay gap. Also, 38% of our executive leadership team are female, following the appointment of our first female engineering director in December 2021.

The increase in females in leadership roles is supported by our talent programme. This is focused on providing

key skills which support females in a male-dominated environment such as building resilience, building confidence and having courageous conversations. Each colleague on the programme is coached by a member of the senior leadership team to support individual development needs.

We're continuing to encourage more females into leadership roles via our learning and development programmes and have increased the number of females on our talent programmes since last year.

## Achievements over the past year

1. Appointed our first D&I manager
2. Set up a D&I steering group with an executive sponsor
3. Launched two key policies on 'inclusivity' and 'respecting everyone'
4. Launched our D&I strategy
5. Made a promotional D&I video to support the launch of our strategy
6. Set up six colleague resource groups to champion under-represented groups at work and in our communities including one for menopause
7. Achieved Forces Friendly bronze award to help increase access to colleagues with disabilities
8. Launched a dedicated D&I webpage featuring our strategy, videos and colleague case studies
9. Our chief executive set up and chairs our industry D&I committee.

## What's next?

There are still significant challenges to overcome before our business can become a truly diverse and inclusive place to work. We currently have low representation of ethnic minorities in leadership positions and opportunities for external recruitment from diverse candidates is limited due to low attrition rates of around 8%.

However, through planned growth of our business over the next few years and the rollout of our D&I strategy and roadmap, we'll build on the foundations put in place and move towards achieving our goal of being representative of the communities we serve.

Our D&I roadmap includes a number of activities for the year ahead to support the achievement of our targets:

- Provide education and training for all colleagues about D&I with a focus on unconscious bias. This will play a pivotal part in how we embrace D&I and make it part of our cultural DNA.
- Support a government consultation with employers on providing work placements for school and college students. A trial focusing on STEM subjects will start in June 2022 offering 24 placements to students from diverse backgrounds.
- Work with our procurement and commercial teams to influence the adoption of D&I into future work contracts as a prerequisite to working with our business.
- Continue to reach out to our communities and establish strategic partnerships which will allow us to hear and understand more about the different cultures, beliefs, needs and challenges of our colleagues.

### Case study

**Cheryl Iontton,**  
diversity and  
inclusion manager



“ Years ago, I remember being asked during an interview what plans I had in place to manage my childcare. Thankfully, the Equality Act prohibits these questions today, but I know there are women who still feel they must work harder, longer hours or compromise their family time to prove themselves. Being a mum to three daughters, I'm dedicated to being a role model for them both at home and in work to ensure they don't experience the same biases. I'm proud to work for a company who recognises the importance of this. ”

### Case study

**Charley Wong,**  
internal  
communications  
officer



“ I've worked in the energy industry for most of my working life and I'm used to being part of a minority group as a woman of colour. I take pride in being given the opportunity to be a founding member of our ethnic minority colleague-led resource group. This was recently created to give me and other members an opportunity to challenge stereotypes and raise awareness, and in turn create a more inclusive place to work. ”

### Case study

**Aasiyah Thava,** IT cyber  
security apprentice



“ When I was studying at college I sold cakes and bakes to earn some extra pocket money. When I broke the news to some of my family that I was joining Electricity North West and going into IT, it came as a shock to some of them. It made me feel like they were suggesting I should stick to baking because IT wasn't for women. This is a stereotype that I'm so glad the company has broken while in other places the contributions, capabilities and achievements of women can often be forgotten. ”

### Case study

**Gill Williamson,**  
engineering director



“ I'm delighted to become Electricity North West's first female engineering director. Engineering is definitely a male-dominated industry, but my experience is that women can bring a different perspective and be just as successful. I'm proud that I can add my voice and show that so many different roles and career paths are open to women of all ages. ”



If you'd like to know about working at Electricity North West please visit our [Careers](#) page.

#### Statement

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

Peter Emery, CEO