Gender Pay Gap Report

Utility Warehouse results for FY2021

Utility Warehouse

A Telecom Plus company

We are proud of everyone that works at UW and our mission to make sure everyone feels included. As we continue to navigate the post-pandemic landscape, it remains important to focus on how we engage and communicate with our entire workforce whether they have embraced smarter working or work remotely.

We know it's important to be open and honest with our people in everything we do and are happy to share our Gender Pay Gap Report.

Andrew Lindsay & Stuart Burnett,
Co-CEOs

Marianne Moberg,
People Director

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

An overview

2021 update

We continue to take steps to attract and retain more women to work with us in 2020 and 2021. This has meant a 12% increase in the number of women employed at UW since 2018.

- Offering more remote and part-time working opportunities has meant an increase in our female to male ratios. This approach has adversely affected our overall gender pay gap. However, this approach remains a focus as we believe candidates and employees value flexibility, and we value everyone's significant contribution to providing best in class care to our customers and Partners.
- The pay gap in some of our specialist and senior roles has improved, where a higher number of female appointments have been made.

What next?

We are really pleased that by offering more flexible working opportunities, we now have more women working at UW. Our plans will make sure flexibility in more junior roles extends to senior and specialist roles and that we offer career advancement opportunities, such as leadership roles for remote workers.

We are already making progress in offering remote leadership opportunities and we anticipate making further progress to close the gap over the coming years through initiatives such as:

- **Remote working** - enabling employees to work from home. We are widening who and where we recruit new employees (across the UK) making sure we attract great talent, irrespective of location, which most often includes women.
- **Smarter working** - enabling employees to agree on working patterns that help employees achieve a greater work-life balance, including a blend of home/office working arrangements and working hours.
- **Part-time working** - enabling more employees to work with us on a part-time basis.

We are confident our approach to working patterns and hours will continue to attract and retain employees who often would find working in our office and on full-time hours difficult or impossible to accommodate.

As we are continuing to build a more remote team, often at an entry-level, we'll develop career pathways that will also have greater flexibility in location and hours, which we anticipate being filled by high numbers of women. Our plans are long term and we'd therefore anticipate a reduction in the gender pay gap in the coming years.

What else are we doing?

- We are paying employees (typically in the lower quartile) the Real living wage nationally and in London.
- We signed up to the Race at Work Charter in May 2021 and we have extended our commitments to gender, specifically taking positive action to support women developing their careers and implementing mentoring programmes.
- We're rolling out 'inclusive leader' training for all people leaders. This includes learning how to prevent unconscious bias and practical steps on how leaders can tackle gender bias and support our gender diversity commitments.
- We've developed a menopause awareness campaign and will take steps to promote good understanding across all employees. We have held awareness sessions and created an active support group internally.

Summary and breakdown

Our results - snapshot on 5 April 2021

Relevant headcount	Full-Time revelent headcount (Gender pay based on full time relevant)
1507	1262

Male	Female
871	636

Men's midpoint figure (Median)	Women's midpoint figure (Median)
£14.48	£13.26

- Median hourly pay has decreased for both Male and Female compared to 2020

	Midpoint figure	Average hourly rate (Mean)	Total Employees
Male	£14.48	£22.61	814
Female	£13.26	£16.83	581

Mean figure	Median figure	Mean Gender Pay gap	Median Gender Pay Gap
5.78	1.22	25.55%	8.43%

- Mean Gender Pay Gap has increased by 0.61%
- Median Gender Pay Gap has increased by 0.57%

Summary and breakdown

Our results - snapshot on 5 April 2021

	Quartile 1 (upper)		Quartile 2 (upper middle)		Quartile 3 (lower middle)		Quartile 4 (lower)		Total	
	Total	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total employee**	**Total %**
Male	238	68.39%	195	55.87%	193	55.30%	188	53.87%	814	58%
Female	110	31.61%	154	44.13%	156	44.70%	161	46.13%	581	42%
Total	**348**	**100%**	**349**	**100%**	**349**	**100%**	**349**	**100%**	**1395**	**100%**

- Quartile 1 gap has improved from 44.12% to 36.78%
- Quartile 2 gap has improved from 13.3% t0 11.74%
- Quartile 3 gap has widened from 5.06% to 10.06%
- Quartile 4 gap has widened from 5.06% to 7.74%

Bonus	Total	%	Total number of employees	Number that received bonus	Number of employees bonus ratio	Mean bonus value	Mean bonus gap	Median bonus	Median bonus gap
Male	£1,354,769.00	65%	871	714	0.82	£1,897.44	-	£1,259.80	-
Female	£721,611.96	35%	636	522	0.82	£1,382.40	-	£1,029.54	-
Total	**£2,076,380.96**	**100%**	**1507**	**1236**	**-**	**-**	**27.14%**	**-**	**18.28%**

The Bonus Gap has increased to 18.28%. This is mainly driven by the evolving remote, more flexible workforce growing in the female to male ratio, where this entry-level workforce has the most performance-related pay/ annual bonus potential. As explained in our pay gap commentary, in the coming years, we plan to have more opportunities for female employees to work in senior or more specialist roles which will also help narrow the bonus gap. We'll also take steps to review our performance-related pay and bonus schemes to make sure they are an enabler to closing our bonus pay gap.