

## GENDER PAY REPORTING 2017

At Natural Power we recognise that our greatest asset is our people. Diversity & Inclusion is about making a sustainable and measurable difference to business performance and culture by creating a workplace where everyone is valued and feels valued. At Natural Power, we believe there's a strong moral and commercial case for doing so. Gender diversity-in fact all diversity-creates a stronger, sustainable and valuable business so we need to keep working at creating an environment which is desirable to all our people. Our priority is to appoint the best candidate for any given role, so we want to select from the widest possible pool of potential recruits.

The culture at Natural Power encourages everyone to be themselves and we strive to “help people succeed”. We recognise that reporting on gender pay helps to focus attention and encourages the market to work together to create a better balance. Our renewable energy consultants include engineers, analysts, environmental experts and project managers. Like many other science, technology and engineering companies the majority of these roles have been filled by men. To achieve our organisational goals we need to attract, retain and harness the skills of all our talented people, both men and women. We hope to do this by building an inclusive culture that celebrates diversity of thought, innovation and challenge, so that all of us may flourish.

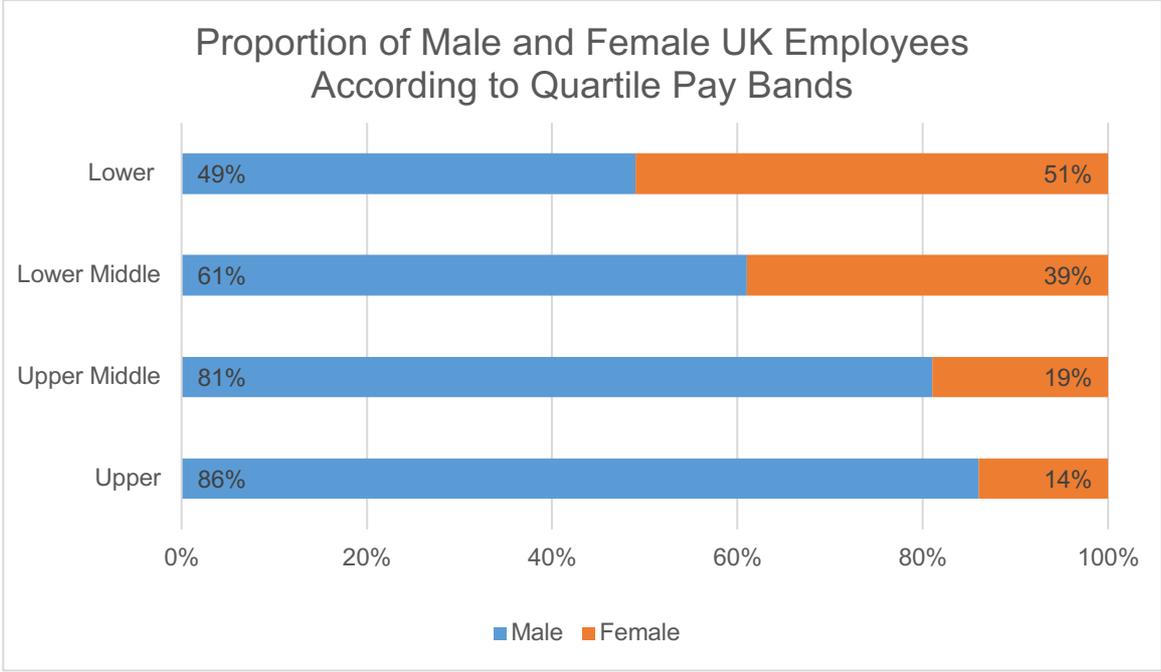
### PAY GAP (DATA AS AT APRIL 2017)

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Difference in mean hourly rate of pay	26%
Difference in median hourly rate of pay	28%

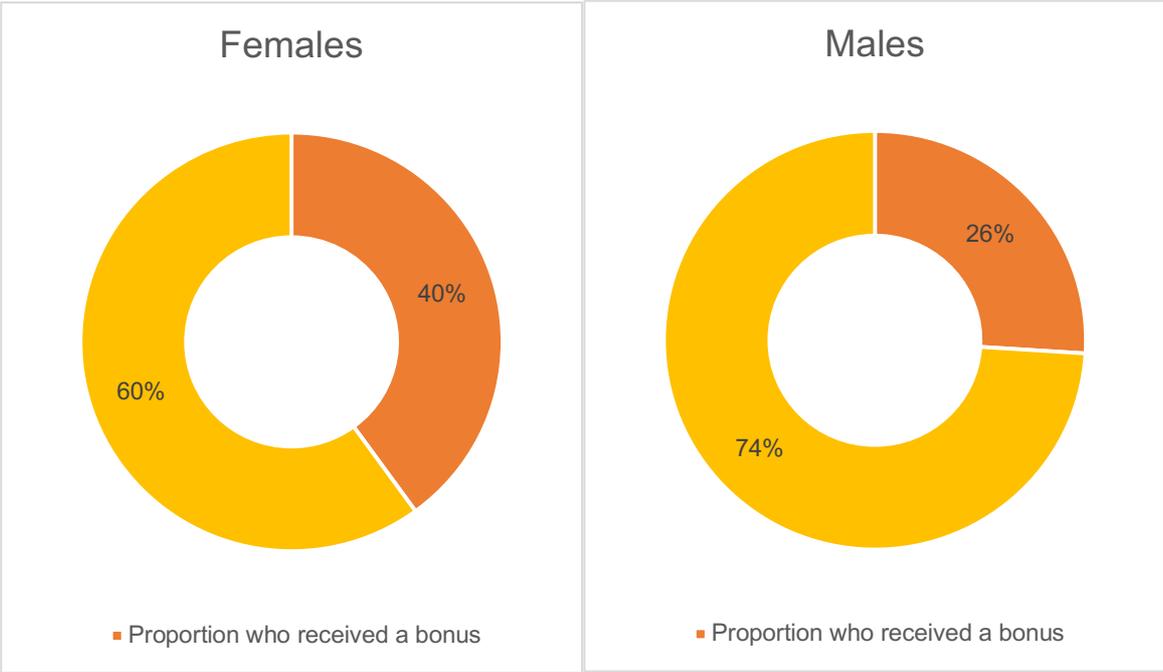
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Unlike equal pay which refers to paying a man and a woman the same amount for the same, or similar work, a pay gap is the difference in average pay between men and women in an organisation. It is the result of gender imbalance – having more women in junior roles or fewer women in senior roles, relative to men. This means that having a pay gap is likely to persist until organisations have fair representation of men and women at every level – something we are trying to address.



Quartile Band      Male % of employees      Female % of employees

### Number of People Receiving a Bonus



## BONUS GAP (DATA AS AT APRIL 2017)

Difference in Mean Bonus pay	40%
Difference in Median Bonus pay	50%

The bonus gap, as with our pay gap, is as a result of gender mix. Bonus amounts tend to increase with seniority where we currently have more men than women. Whilst women make up 31% of our overall workforce in April 2017, only 10% of our senior management team were female. Our analysis shows that when we adjust for this our mean gender bonus gap is -90%. The mean bonus gap is negative because the gap is in favour of women – meaning their average bonus is higher.

## WHAT ARE WE DOING ABOUT IT?

We do not believe in quotas or positive discrimination. We do believe in programmes and initiatives that attract the best talent, and foster a culture that gives our people the opportunity to succeed.

We know it's going to take a long time to be where we want to be, but it's important we take the right actions rather than rush into unsustainable, quick fixes. Fundamentally we need to listen, measure and communicate our success. We care about building an environment where all employees have access to the same opportunities. We will continue our work towards this in our recruitment by trying to ensure that we select the right person for the job, through fair and balanced processes and through development opportunities to ensure that merit alone determines who our future leaders are. In order to support the women we have we are also starting a women in leadership programme which we hope will help support them and allow them to progress and also increase the number of women in senior positions.

## DECLARATION

I confirm that the information and data provided is accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Stephen Trotter  
MD