

Sembcorp Energy UK

Gender pay gap report - 2024

Data as at 5th April 2023



Sembcorp in the UK

A leading energy and urban solutions provider supporting the UK's transition to net zero

>1.3GW* in operation and under development

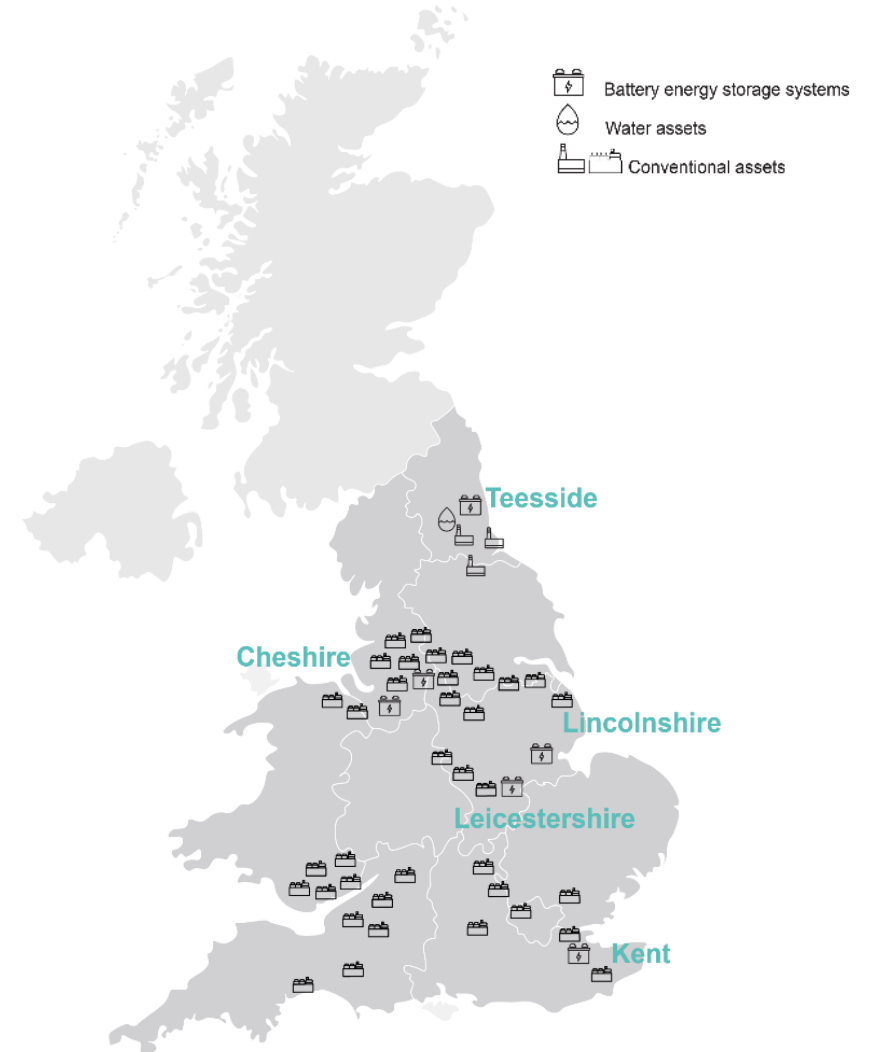
Wilton International

- 2,000 acres of site located within the Teesside UK industrial cluster
- Ready-to-go infrastructure and utilities with the largest private wire network in the UK
- Supplying electricity and steam generated by gas, waste-to-resource and biomass

Flexible energy generation and BESS portfolio

- Over 40 fast-acting power stations and BESS sites throughout England and Wales
- Operates in the frequency response services for National Grid ESO
- Supports the continued growth of renewables and the UK's Net Zero ambitions

* Includes energy storage capacity which is measured in MWh



What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry, or the economy as a whole

Report and methodology

This report has been developed with data compiled in compliance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires employers with at least 250 employees to publish annual information to show whether there is a difference in the average pay of their male and female employees.

Calculations of mean and median pay, and of quartile pay bands, are based on a snapshot as at 5th April 2023, including ordinary full pay and bonus/commission paid in the same pay period.

Bonus calculations relate to payments made to all eligible employees in the 12 months preceding the snapshot date.

Workforce demographics and gender pay gap profile

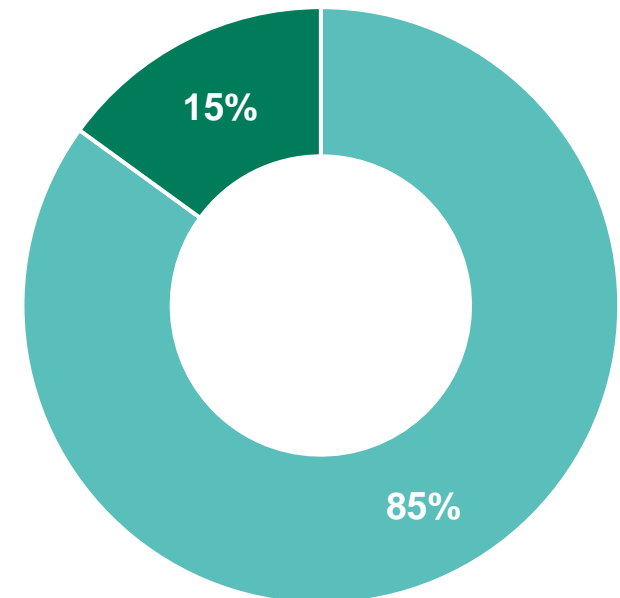
Sembcorp does have a gender pay and bonus gap when we compare the overall average hourly pay and bonuses for both women and men.

Our analysis shows that:

- Males make up a significant majority of the workforce as is still common for the sector we work in.
- A higher proportion of males are in technical occupations which are typically higher paid.
- Females are seen more predominantly in functional support roles which are typically lower paid than technical occupations.
- Females make up the largest proportion of part-time workers.
- Senior positions have higher salaries and higher bonus payments and the majority of senior management roles are held by males.
- One third of department heads reporting to the Acting UK CEO are female.

444 employees:

377 male, 67 female



The majority of employees are based at our Wilton International site on Teesside.

Hourly rate and bonus pay analysis: 2023 vs 2022

Due to a historical acquisition up until March 2023 the company had two separate payroll entities. As such only employees paid via the entity that met the reporting threshold were included in last year's report. This has had the effect of a 60% increase in employees included in this year's report. The mean gap has increased following the large rise in technical occupation roles which are typically higher paid and most commonly held by males.

2023

	Mean	Median
Pay gap – hourly rate	8.89% ↑	13.14% ↓
Bonus pay gap	33.85% ↑	9.08% ↓

	Number receiving a bonus	% bonus distribution
Female	54	80.6%
Male	316	83.82%

444 Total employees (67 female, 377 male)

2022

	Mean	Median
Pay gap – hourly rate	7.5%	15.29%
Bonus pay gap	- 21.27%	10.73%

	Number receiving a bonus	% bonus distribution
Female	35	81.4%
Male	204	87.55%

276 Total employees (43 Female, 233 Male)

Closing the gap

We aim to attract, recruit and retain more females in our workforce and undertake activities to support this:

- We offer and consider flexible working across our roles.
- All external recruitment is advertised and we consider the wording used and how males and females may respond to differences in language used.
- We showcase Sembcorp and opportunities for females both internally and externally.
- We highlight role models on our website and social media.
- We profile our female colleagues, across a variety of roles, in national campaigns such as International Women's Day and enter them into local and national awards including the Tees Businesswomen awards.

The gender pay gap is not a challenge specific to Sembcorp Energy UK it is an industry-wide challenge. We acknowledge that addressing our gender pay gap will take time as our industry is heavily represented by male workers, fluctuations are expected as we enhance gender diversity in our organisation over time. By actively recognising and gaining deeper insights into the composition of our workforce, we can refine our strategies for fostering gender diversity.

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



Mike Patrick

Acting Chief Executive Officer, Sembcorp Energy UK