

# Sembcorp Energy UK Gender Pay Gap Report - 2025

Data as at 5<sup>th</sup> April 2024



# 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

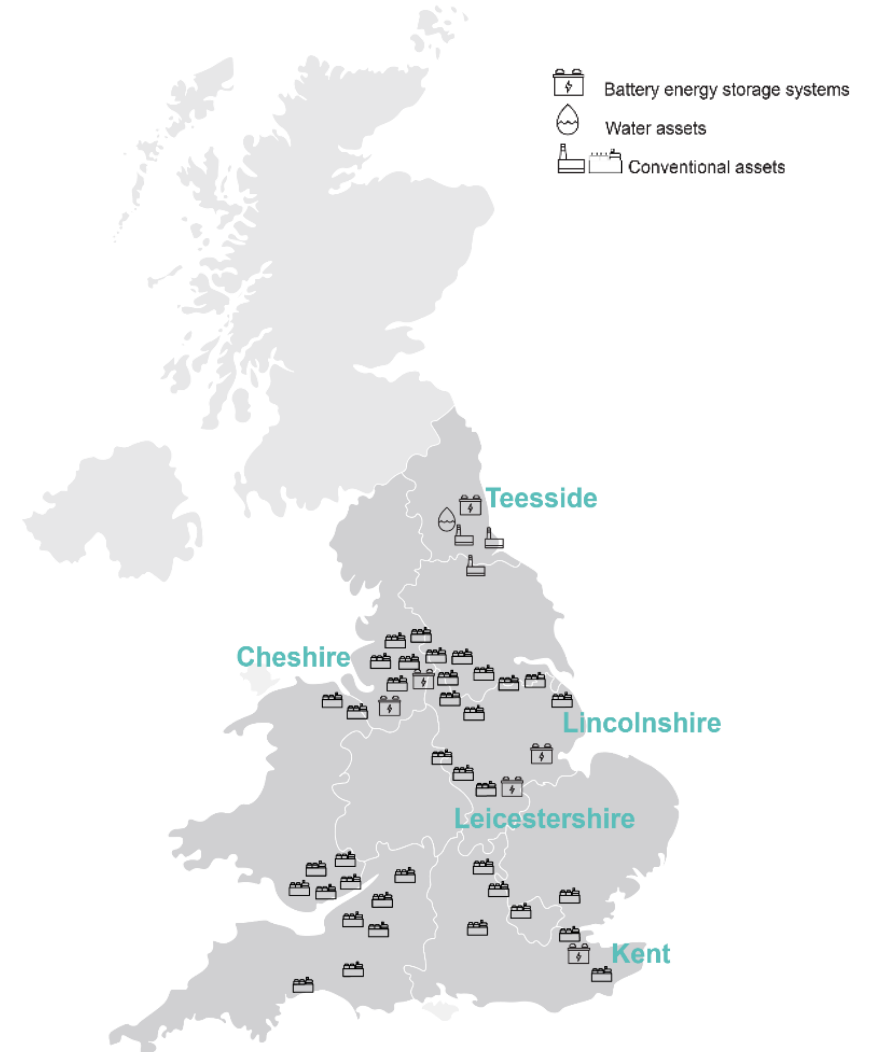
## Wilton International

- 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 2024, 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

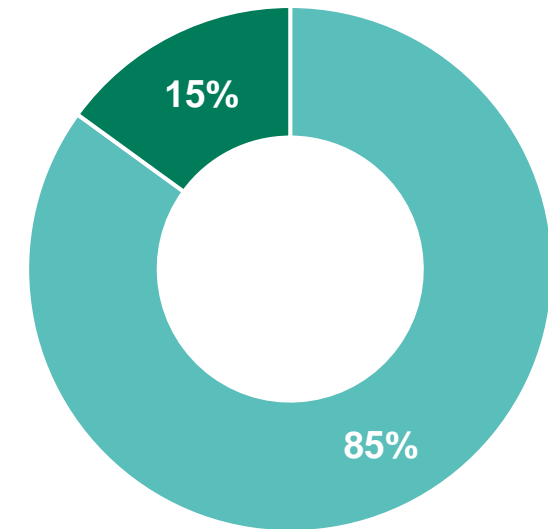
When comparing the average hourly pay and bonuses of males and females in Sembcorp, our analysis shows that:

- 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 (operations, engineering and maintenance) 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.
- 2 out of 7 of the department heads reporting to the UK CEO are female.

**493 employees:**

417 male, 76 female

■ Male ■ Female



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

# Hourly rate and bonus pay analysis: 2024 vs 2023

Sembcorp's headcount\* increased 11% between 2023 – 2024. This has contributed to the mean and median pay gap closing as some of the senior roles during this recruitment process were filled by females. We now have 15% of females in the upper quartile compared to 11% in 2023.

The reduction in bonus distribution can be attributed to the increase in headcount as bonuses were linked to 2022 employment (328 total employees).

\*Headcount data refers to males and females in full or part-time roles.

## 2024

|                       | Mean   | Median |
|-----------------------|--------|--------|
| Pay gap – hourly rate | 0.45%  | 6.71%  |
| Bonus pay gap         | -3.19% | -4.36% |

|        | Number receiving a bonus | % bonus distribution |
|--------|--------------------------|----------------------|
| Female | 49                       | 64.47%               |
| Male   | 279                      | 61.91%               |

493 Total employees (76 female, 417 male)

## 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)

# 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 unique to Sembcorp Energy UK; it is a challenge faced across the entire industry. We recognise that addressing this issue will require time, particularly given the male-dominated nature of our sector. While progress may result in fluctuations, we remain committed to improving gender diversity within our organisation. We aim to attract, recruit and retain more females in our workforce and undertake activities to support this.

By closely examining and understanding the makeup of our workforce, we can continue to refine and strengthen our strategies to promote gender diversity effectively.

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



Mike Patrick

**Chief Executive Officer, Sembcorp Energy UK**