

# Gender Pay Statement 2023

# An introduction

## from Dave Kirwan, Managing Director

At Bord Gáis Energy, we're committed to placing inclusion, equity, diversity, care and respect at the heart of our policies and everyday practices for our colleagues.

Our vision is to build a more inclusive team that represents the full diversity of the communities we serve, ensuring that every colleague feels they belong, are valued and can thrive. The Gender Pay Statement is a valuable opportunity to focus on steps taken by our organisation to ensure we attract, promote and retain more diverse talent. And I am delighted that during 2023, we have significantly moved the dial on our gender pay gap.

The median hourly remuneration gender pay gap is now favourable to women – we moved it by over 11%, from 6.4% to -4.8%.

The primary reason for this change has been addressing the gender imbalance across senior positions in the organisation. In the last year there has been a 17% increase in female

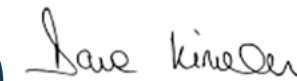
representation on our Executive Management Team. As a result, we now have an equal male / female ratio amongst our most senior executive team. We also succeeded in hitting our 2024 target to ensure 40% of senior managers are women.

However, it's critical that all aspects of the organisation come into focus and improvements are sought throughout. Attracting more females to roles that have been typically held by men benefits everyone – we have seen this in action in Bord Gáis Energy. We've set ourselves challenging targets for 30% of apprentice roles to be held by females by 2030. We know that women are typically more impacted when it comes to caring for family members who need additional support. Therefore the establishment of our Carer's Network this year – our 7th network in Bord Gáis Energy – and the introduction of our Carer's Leave Policy is intended to support those who provide help, particularly women.

In this year's report, a number of women who work in our organisation share their story. I thank them for their contribution, for supporting and inspiring their colleagues, and enriching our business.

We want every person to use their diverse, unique experience and background to spark solutions that create a better colleague and customer experience, as well as a sustainable world. We believe that an inclusive workplace and inclusive products and services are central to achieving that vision.

It's through attraction, promotion and retention of more diverse talent that we will achieve what we need to.



**Dave Kirwan,**

Managing Director,  
Bord Gáis Energy

# What's the pay gap?

**The gender pay gap measures the gap between the average and median pay for women against the average and median pay for men.**

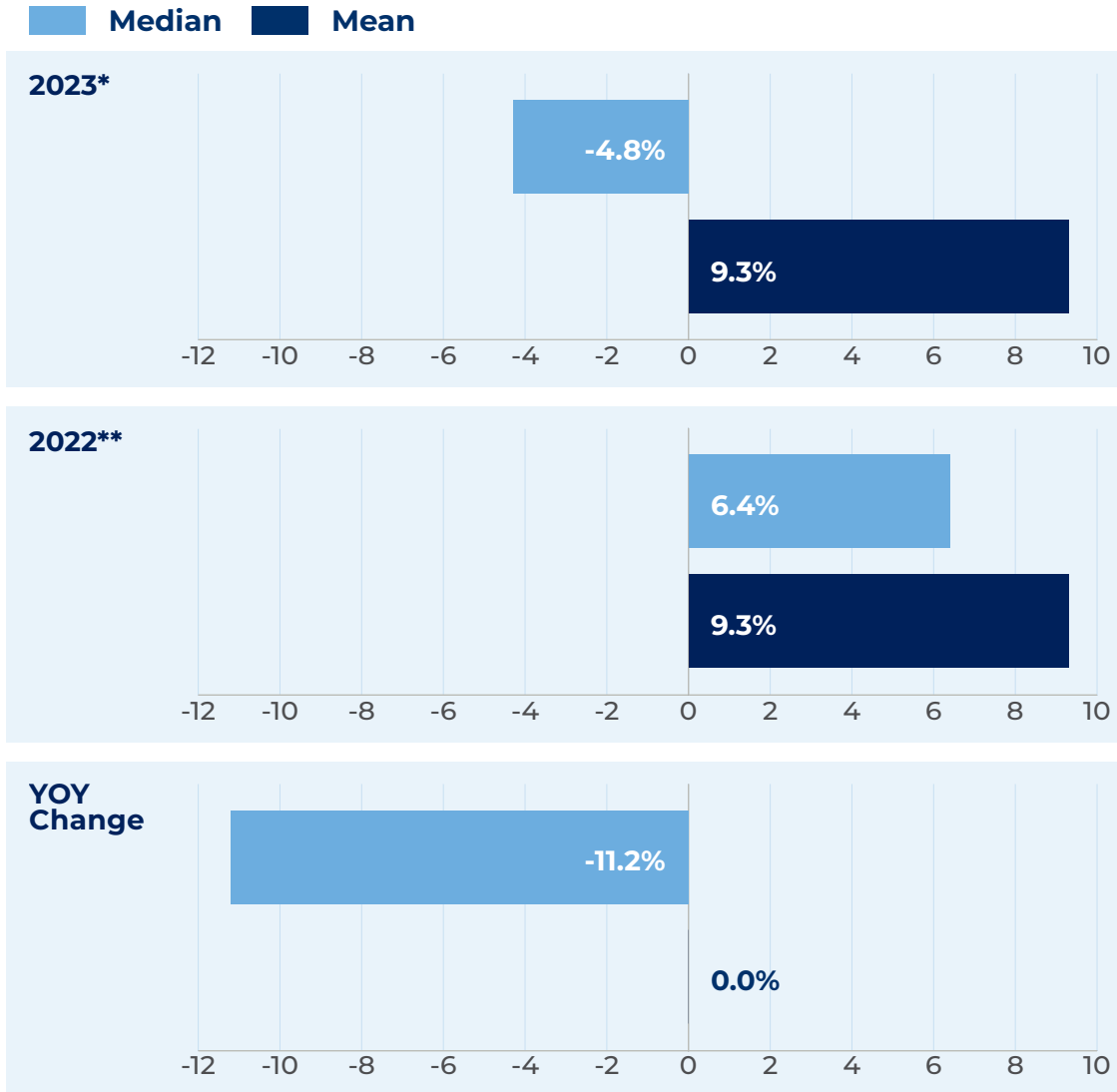
It's a legal requirement for companies with more than 250 employees to publish their pay gap in Ireland. Pay gaps can be influenced by business practices as well as long-standing societal factors.

## How's it different to equal pay?

Whilst the pay gap doesn't consider differences in role or seniority, an equal pay analysis shows whether people are paid the same for work of equal value. Upholding equal pay is a legal requirement in Ireland.



# Hourly remuneration gender pay gap



The median hourly remuneration gender pay gap is now favourable to women in Bord Gáis Energy – having moved by over 11% in the past year (from 6.4% to -4.8%).

This was driven by us having achieved gender parity among our executive team and having women make up 40% of all other senior roles. This has been a welcome development in recent years, and a result of concerted effort and company policies as outlined in this document.

The mean hourly remuneration gender pay gap has remained at a constant (9.3%), and still shows a gender pay gap. It is because a larger proportion of women are working in highly valued but lower paid roles like customer experience and administration.

‘Although the median is typically considered a more accurate measure than the mean as it’s less affected by outliers, it’s important that we continue to measure both the mean and median to understand our organisation better

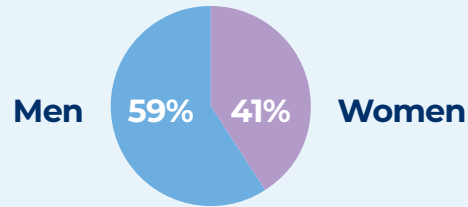
\*Reporting period 1 July 2022 – 30 June 2023

\*\*Reporting period 1 July 2021 – 30 June 2022

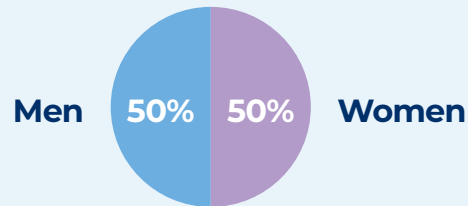


# Gender representation

## Overall company gender split



## Executive leadership team



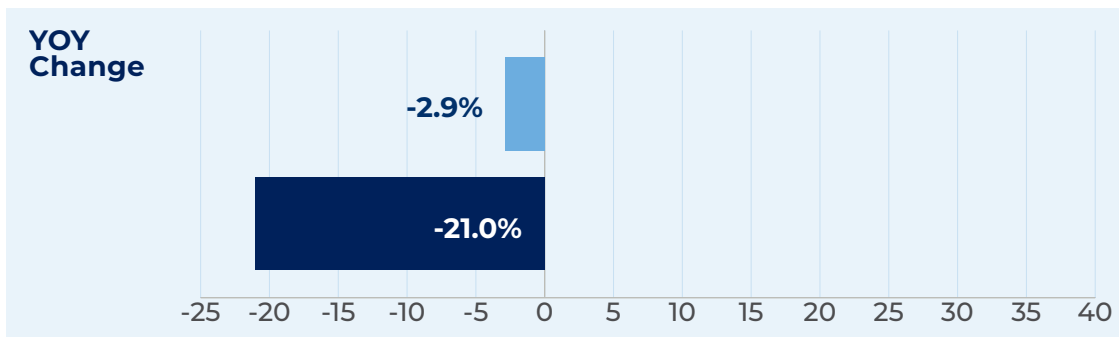
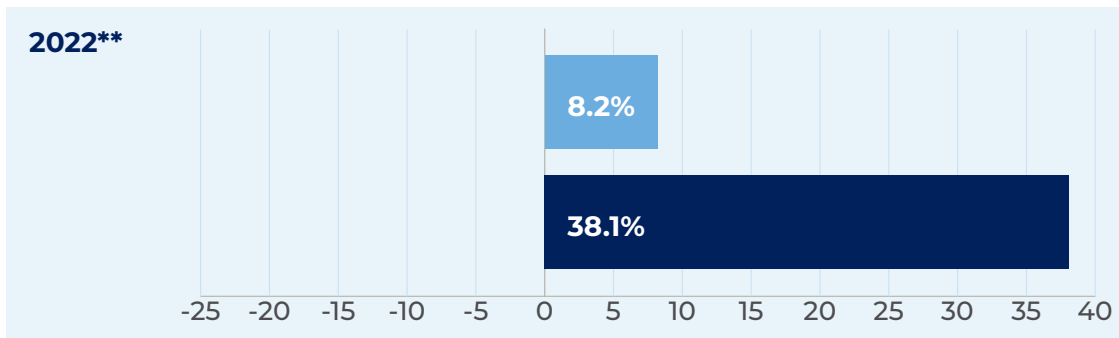
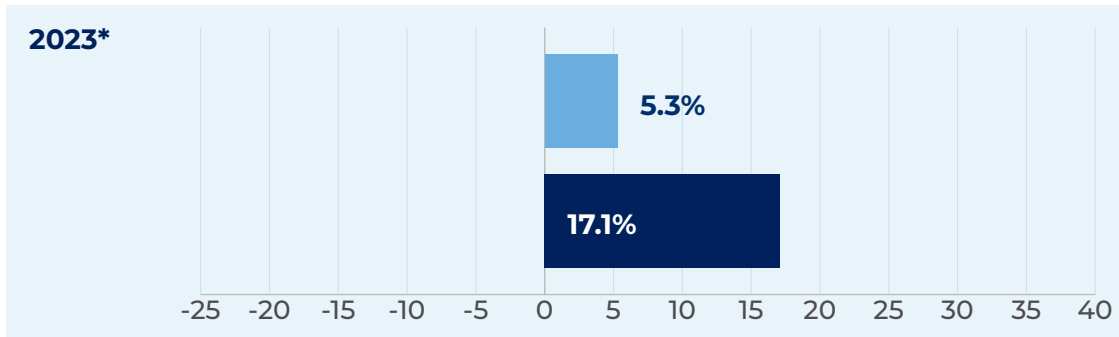
In 2023, female representation on our executive management team increased by 17%. As a result, we now have an equal male/female ratio amongst our most senior staff level.

Furthermore, female senior management increased by 7%. As a result, 40% of senior managers are now female – our 2024 target. At middle tier level, the levels remained very similar year on year, with 35% female and 65% male.



# Bonus gender pay gap

■ Median 
 ■ Mean



While there remains a gap for bonuses paid, it has reduced. Deeper analysis of the data shows that this is impacted by the higher proportion of women that work in lower paid roles.

\*Reporting period 1 July 2022 – 30 June 2023  
 \*\*Reporting period 1 July 2021 – 30 June 2022  
 (Note: full breakdown in appendices)



# Some highlights from this reporting year



# Apprenticeship Scheme

Bord Gáis Energy has invested in a new plumbing apprenticeship programme that will see 70 apprentices recruited over the next five years. The programme is being run in conjunction with SOLAS. It forms part of Bord Gáis Energy's ongoing commitment to transitioning to net zero by 2045 and supporting customers and communities as they switch to a lower carbon future. **Shelby Maher Hennessy** is one of three female apprentices who joined the programme this year.

## Why is this the career for me?

Due to my dyslexia I have always found it easier to learn and adapt my learning by doing physical work. I have enjoyed every challenging minute and every bit of knowledge I gain from an amazing team.

## Did I face any challenges because of my gender?

I came into this job with an understanding that the world is still changing. Plumbing has always been associated with males. I have come across customers set in their ways about who can do what. In these situations, I find inner confidence in myself and my abilities and do everything with a smile.

## What support does Bord Gáis Energy offer?

Bord Gáis Energy has a number of amazing clubs and groups to join, like the Women's Network, sports and social clubs, the list goes on. But the people you encounter along the way are easily the best support system. You can find a helping hand from any of the girls in HR or the offices, or any of the installer/service engineers male or female. Someone is always there to lend a helping hand and guide you on your way. Everyone is only a phone call away which is also an amazing system and support to help you on your journey.

## What tips or advice would you give other women?

My biggest piece of advice would be to remember that anything worth doing in life can be challenging. Find confidence in yourself and your ability and you will be fine, and remember any trade – not just plumbing – can be done by anyone as long as they are comfortable, confident and committed.



**Shelby Maher Hennessy**

Plumbing Apprentice,  
Services and Solutions



# Carer's Leave

## Áine Manning

We've introduced Carer's Leave to enable colleagues to take up to a maximum of six weeks paid leave when combined with annual leave.

This year I received Carer's Leave to help and support my mother who is battling cancer. There is a constant stream of appointments, some for treatment then more for scans and consultations post treatment. Carer's Leave helps me acknowledge that I am the primary carer for the family. As the appointments and meetings roll in, I know that I have the bandwidth to manage the appointments and can attend them without worrying about taking the time off. It's a relief to have the extra time to deal with whatever comes up and without feeling guilty. I consider it a significant benefit as a Bord Gáis Energy employee.

### Áine Manning

DTS Database Administrator





# The Everywoman Immersice Programme

by Kelly Bowe

This year I was one of six people from Bord Gáis Energy to take part in the Everywoman Immersice Programme which connects women, businesses and organisations all over the world and provides access to digital tools, female role models and quality learning resources.

#### What I'm doing now:

I'm now acting as the Head of Customer Delivery in Services and Solutions. Previously this role would not have been filled by a woman, as Services and Solutions is typically a male dominated area.

#### How it helped me:

It gave me the confidence to go for opportunities that I would not have gone for previously, either because I felt I wasn't ready or I felt that I wouldn't be considered. I pushed myself out of my comfort zone. It helped me with my professional development while going through my first pregnancy journey.



**Kelly Bowe**

Head of Customer Delivery,  
Services and Solutions

# Bord Gáis Energy Women's Network

The Bord Gáis Energy Women's Network supports women to achieve their full potential in the workplace, building a community of intelligent and ambitious women, while providing critical resources to empower women to achieve professional success.

## A view from Bord Gáis Energy Women's Network

In 2023, the Bord Gáis Energy Women's Network has flourished, with over 100 network members

We're pleased to see more women in senior leadership roles this year and the direct impact this has had on closing the gender pay gap. We recognise there is more to do to address our pay gap at all levels and ensure diversity of representation across our business in a way that truly reflects our customers and communities. As a network we're dedicated to advancing this vision.



**Liz Power**

Co-Chair Bord Gáis Energy Women's Network



**Gemma More**

Co-Chair Bord Gáis Energy Women's Network



# Targets and goals



Bord Gáis Energy has announced the following goals to drive greater diversity and improve gender equality, with the ultimate aim of ensuring we reflect the communities we serve.

### **1. Establish a Working Parents Network in 2024**

The objective of this network will be to provide information, support and tips to make life easier for parents, guardians and allies. The network will support positive parenting by creating a safe space for sharing lived experiences. It will signpost the company's offering to parents to support work/life balance and create awareness around new and existing company and government benefits.

### **2. Launch Transitioning in the Workplace guidelines**

Every colleague has the right to openly be who they are. This means anyone should be able to express their gender identity without fear of consequence. In 2024 we will launch our Transitioning in the Workplace guidelines which will codify the minimum levels of support that should be available for all current or prospective colleagues who either plan to go through, are currently undertaking or have previously gone through a process of gender affirmation.

### **3. Increase the number of women in engineering roles at Bord Gáis Energy**

The trades sector is traditionally a male orientated industry. We want to make significant strides in addressing this imbalance and have set ourselves the ambition for 30% of all apprentice roles to be filled by women by 2030.





#### **4. Increase the proportion of women in senior management roles**

Last year we set ourselves the target of achieving 40% women in senior management roles. Our focus over the next two years will be to increase female representation on the extended leadership team to 40%.

#### **5. Encourage more women into engineering through STEM career promotion**

We plan to further expand our third-level placement programme. In 2023, we welcomed 10 interns on placement with us from third level institutions working in STEM-related areas (DTS, engineering, data science) with four of these being female (40%). We'll continue to recognise the importance of careers in the areas of Science, Technology, Engineering and Maths (STEM). We'll continue to offer first-hand experience on a range of STEM skills to graduates. In 2023, we hired seven graduates in DTS and data science, with three of these being female (43%). We'll once again attend career fairs at Trinity College and National College of Ireland to promote STEM opportunities, and attend various Women in STEM career fairs.

#### **6. Advance the #MoreThanACareer programme**

We want to attract and retain different types of people to our team, so we progressed and embedded our #MoreThanACareer programme. This highlights the benefits of working for us and to increase colleague engagement and attract and retain talent.

#### **7. Courageous Conversations about Race**

In order to help support meaningful conversations around race with the tools to address topics such as racial equity, systemic racism, and calling out racial bias, all employees must complete a mandatory training programme – Courageous Conversations About Race in H2 2023. Courageous Conversations About Race provides the building blocks to look at the gender pay gap as a whole within its intersectionality with race to truly build inclusivity and equity at Bord Gáis Energy.

# Steps we take to reduce pay inequality at Bord Gáis Energy

We use Willis Towers Watson methodology to standardise job evaluation, free from gender bias so that the work completed by women and men is of an equal value.

The salary offers we make to new recruits take into account the internal equity of their new team.

When comparing pay across equivalent roles for men and women, we have a negligible gap which demonstrates that we pay colleagues fairly.

We make efforts to the best of our ability to ensure interview panels and shortlists are diverse and representative of a wide range of candidates.



# Looking to 2024, and beyond

At Bord Gáis Energy, we're delivering a Diversity, Engagement and Inclusion strategy that promotes an inclusive team. We aim to represent the full diversity of our society, ensuring that every colleague feels they belong, are valued and can thrive. We believe that through this, we will deliver increased colleague participation and engagement which in turn, enables and accelerates our journey to a net zero future.

## We do this under three pillars.

- 1. Diversity of representation** – to attract, promote, and retain more diverse talent
- 2. Equity of opportunity** – to ensure fairness for everyone in everything we do
- 3. Inclusion** - valuing difference, to grow our culture of inclusion and a sense of belonging

I'm delighted with the great progress in reducing the gender pay gap and increasing female representation within Bord Gáis Energy over the past year. Our focus on Diversity, Equity and Inclusion initiatives, as well as the advancement of our colleagues through specific tailored learning programmes have been instrumental to our success.

Our colleagues have enjoyed the benefits of connecting and collaborating through in person Network Events, while maintaining work/life balance in our hybrid working model. We've addressed new inclusion topics this year and implemented a revised talent strategy that will support us in moving the dial to greater diversity of representation at senior levels across the organisation.

While much has been achieved in 2023, as outlined in this report, we have challenging targets ahead. We will push for beyond the status quo to match our future ambitions and ensure we have a truly representative workforce that can thrive. We look forward to continuing this momentum in 2024 and beyond.



*Martina Williamson*

**Martina Williamson**

Director of People





# 2023 GPG Information Act 2021 Reporting Requirements

Reporting period 1st July 2022 to 30th June 2023.

## Gender pay gap fields

	2023		2022	
1. Median hourly gender pay gap (all)	-4.8%		6.4%	
2. Median hourly performance related bonus gender pay gap (all)	5.3%		8.2%	
3. Median hourly gender pay gap (part-time)	32.2%		56.4%	
4. Median hourly gender pay gap (temporary contract)	-2.9%		12.1%	
5. Mean hourly gender pay gap (all)	9.3%		9.3%	
6. Mean hourly performance related bonus gender pay gap (all)	17.1%		38.1%	
7. Mean hourly gender pay gap (part-time)	13.9%		31.1%	
8. Mean hourly gender pay gap (temporary contract)	-2.6%		3.8%	
9. Percentage of employees per gender to receive a performance related bonus remuneration	<b>W 85%</b>	<b>M 80%</b>	<b>W 93%</b>	<b>M 85%</b>
10. Percentage of employees per gender to receive benefit-in-kind	<b>W 93%</b>	<b>M 85%</b>	<b>W 95%</b>	<b>M 86%</b>
11. Percentage of employees within lower remuneration quartile	<b>W 39%</b>	<b>M 61%</b>	<b>W 47%</b>	<b>M 53%</b>
12. Percentage of employees within lower middle remuneration quartile	<b>W 40%</b>	<b>M 60%</b>	<b>W 40%</b>	<b>M 60%</b>
13. Percentage of employees within upper middle remuneration quartile	<b>W 43%</b>	<b>M 57%</b>	<b>W 41%</b>	<b>M 59%</b>
14. Percentage of employees within upper remuneration quartile	<b>W 39%</b>	<b>M 61%</b>	<b>W 35%</b>	<b>M 65%</b>

