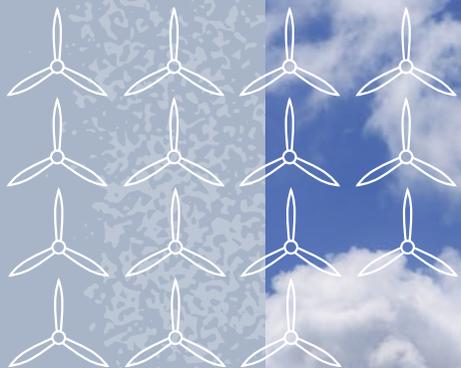


# Closing the Gender Pay Gap

Ireland Gender Pay Gap Report 2022



# Increasing transparency around pay gap disclosure

SSE is committed to providing open and detailed information about its gender pay gap, and has been reporting its UK data since 2016 and its Irish data since 2021, both ahead of government requirements.

In 2016, SSE became the first FTSE company to publicly disclose its gender pay gap for its UK workforce, 2022 was the seventh year of reporting.

Since 2021, ahead of the Irish Government releasing mandatory requirements for gender pay gap disclosure, SSE voluntarily published its Irish gender pay gap alongside its statutory UK disclosure. In the absence of mandatory requirements or a methodology from the Irish Government at the time, SSE calculated its 2021 and 2022 Irish gender pay gap using the same methodology as UK statutory reporting requirements, based on a 5 April snapshot date. These figures are disclosed in SSE's Annual Report 2022, Sustainability Report 2022, and Inclusion and Diversity Report 2022.

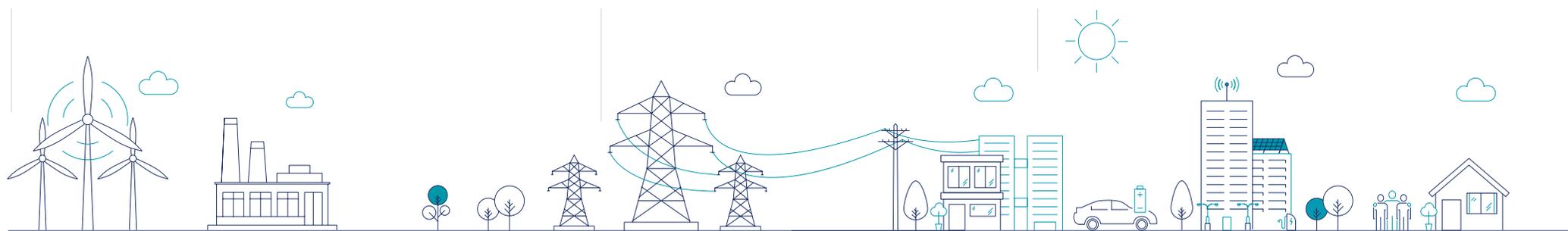
In May 2022, the Irish Government launched new mandatory requirements for calculating the gender pay gap in Ireland, which requires companies to use a June 2022 snapshot date and report the data publicly by December 2022. This report outlines SSE's Irish gender pay gap in line with the 2022 Irish gender pay gap methodology.

SSE is continuing to encourage employees to voluntarily disclose their ethnicity, sexual orientation, and disability data, and has increased disclosure rates between 20-24% in 2020/21 to 32% for all metrics in 2021/22 (see page 17 of SSE's Inclusion and Diversity Report 2022 for more details), and aspires to report more pay gap information when it has enough data to do this meaningfully and anonymously.



# SSE's Irish workforce

A strategically coherent business mix focused on net zero



## SSE Renewables

### What it does

Develops, builds, operates and invests in assets that generate electricity from renewable sources.

**Employees: 127**

## SSE Thermal

### What it does

Generate electricity from thermal sources, supporting balancing of the electricity systems .

**Employees: 98**

## Enterprise

### What it does

Focused on investing in, building and connecting localised flexible energy infrastructure, as well as developing solar and battery projects, and EV hubs, operating heat networks, and offering integration, aggregation and trading capability.

**Employees: 4**

## Customers

### What it does

Provides energy and related services to households, businesses and public sector organisations across Ireland.

**Employees: 526**

## SSE Corporate

### What it does

Provides HR, legal, finance, IT, procurement, corporate affairs, sustainability, and other services for SSE Group.

**Employees: 53**

Employees include those employed at SSE in Ireland on 30 June 2022 (808 employees). 790 of these are included as relevant employees in the gender pay gap calculation. A relevant employee is determined by numerous factors and follows the Irish Government's gender pay gap reporting methodology.

# What is the gender pay gap and how is it calculated?

## The difference between pay gap and equal pay

The gender pay gap is calculated at a total company level and aims to understand gender balance in relation to high paying roles, tenure, recruitment, and progression, and reflects the differences in the types of roles that men and women are carrying out. Gender pay gap is not the difference in pay between men and women doing the same job, this is referred to as equal pay. Equal pay is legally required under Ireland's Employment Equality Acts 1998-2015 and all companies must adhere to this. SSE has robust processes in place to review pay levels and job gradings, and carries out an annual review of performance ratings by gender. This ensures SSE has a fair and consistent approach to pay and performance for people of all genders.

## The gender pay gap and how it's calculated in Ireland

The gender pay gap shows the difference between average earnings of all men and women in a company, across all departments and job roles. It is calculated by looking at the difference between average hourly earnings of male and female employees. The calculation includes all employees (full-time and part-time) employed on the snapshot date (30 June) using an hourly rate derived from individuals' pay, bonus, and working hours over the preceding 12 months.

SSE's workforce is predominately located in the UK and Ireland. However, the Irish and UK government gender pay gap methodologies vary in several ways including the snapshot date used, pay period, and pay elements, and therefore, differences occur between SSE's Ireland gender pay gap which was calculated using the UK methodology reported in the Annual Report 2022 and Inclusion and Diversity Report 2022, and the Ireland gender pay gap calculated using the Irish Government methodology in this report.



# Ireland gender pay gap 2022

This data has been developed as per the 2022 Irish gender pay gap methodology from the Irish Government. This data is based on those employed by SSE on 30 June 2022. See page 7 for the full data disclosure.

Median gender pay gap (all):

**26.0%**

Mean gender pay gap (all):

**23.0%**

Workforce gender balance (all) (M/F):

**62.3%/37.7%**

Proportion of men and women receiving a bonus (all) (M/W):

**91.9%/89.9%**

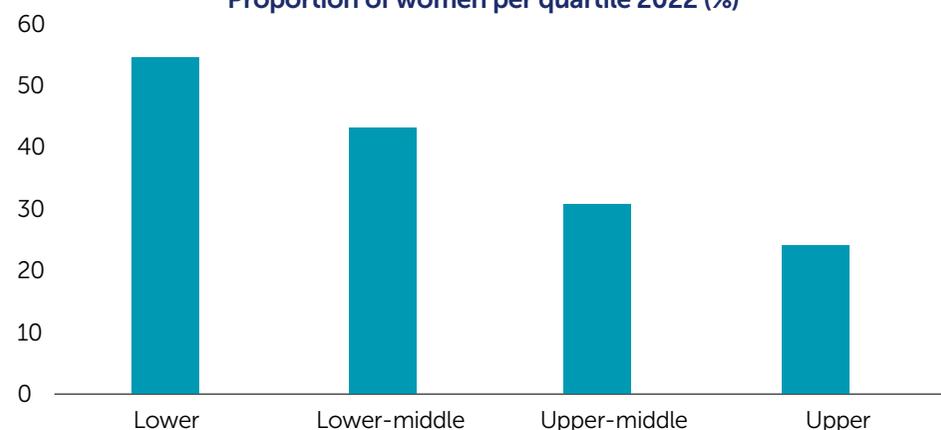
Median gender bonus gap (all):

**38.7%**

Mean gender bonus gap (all):

**52.5%**

Proportion of women per quartile 2022 (%)



At 30 June 2022, SSE's Irish workforce had 790 relevant employees included in the gender pay gap calculation, 37.7% of which are women. There is a balanced proportion of women in the lower quartile of 54.0%, however this reduces to 24.2% in the upper quartile. Similar to SSE's UK workforce, work needs to be done to increase gender balance across the business. SSE's Irish workforce had a median gender pay gap of 26.0% and a mean gender pay gap of 23.0%.

## SSE has determined two core reasons for its gender pay gap:

1. Low representation of women in senior and higher paid technical positions
2. Fewer women than men applying for roles across the business

Currently there are more men than women in the marketplace that are trained for SSE's higher paid technical roles. This is due to a number of reasons, including historically the industry being male dominated, and there being cultural barriers to women taking up science, technology, engineering, and maths (STEM) education and following this through to technical STEM careers. SSE works with STEM education, to encourage more young women into the industry (see more detail in the next section and on page 21 of SSE's Inclusion and Diversity Report 2022).

SSE's Irish workforce had a median bonus gender pay gap of 38.7% and a mean bonus gender pay gap of 52.5%. The proportion of women receiving a bonus in 2022 was 89.9%, compared to 91.9% of men. Differences in the pay market between the UK and Ireland leads to a greater proportion of employees in Ireland receiving a performance-related bonus, compared to employees in the UK.

SSE is committed to creating an inclusive and diverse workforce across all its operations. For SSE Airtricity, part of SSE's business in Ireland, 100% of all roles are advertised as having the ability to work differently. As part of SSE's commitment to Business in the Community Ireland's Elevate Pledge, SSE ensures that all Hiring Managers complete an inclusive recruitment upskilling programme to understand how to be consciously inclusive. The commitment over 2022/23 is to collect social mobility data.

# SSE's Inclusion and Diversity Strategy

SSE's Inclusion and Diversity Strategy covers its Irish business, and involves four strategic areas of focus:

## AMBITION

### Setting measurable goals

Setting ambitions and KPIs, and using external benchmarking



## EDUCATION AND DEVELOPMENT

### Focusing on behaviours

Building leadership confidence and raising awareness for all to create an inclusive workplace



## INCLUSIVE PROCESSES

### Embedding best practice

Ensuring policies and processes are inclusive to support everyone



## EMPLOYEE VOICE

### Actively listening

Understanding what matters to employees to inform and shape the improvements needed



Actions to influence positive change are informed through collaboration with external partners to identify opportunities for further improvement, as well as listening to employee experiences. It seeks to deliver greater inclusion and diversity across all levels of the company and embeds systemic and behavioural change, supporting the delivery of SSE's 'IN, ON, UP' approach which it has been implementing since 2017.

This approach, developed with inclusion experts EAIInclusion, focuses on attracting diverse talent IN, enabling them to stay ON, and supporting them to progress UP at SSE, by providing opportunities that are fair and transparent for all. Initiatives to improve gender diversity include working with STEM education, to encourage more young women into the industry, as well as SSE's STEM returners scheme, which enables women to return to STEM careers after a career break. In addition, SSE is working to increase the proportion of women in its senior leadership, and publicly discloses its ambitions and progress against these.

Details about these initiatives and more can be found throughout SSE's Inclusion and Diversity Report 2022.



# Ireland gender pay gap 2022, full data disclosure

All SSE's Irish employees are employed through the wholly owned subsidiary SSE Renewables Holdings Limited, including those in its Airtricity and electricity generation businesses.

SSE Business Entity with 250 or more employees	Unit	SSE Renewables Holdings Limited (All Irish employees)
Number of relevant employees in entity	Number	790
Proportion of male and female employees in business entity	% (M/F)	62.3 / 37.7
Mean hourly pay difference between male and female employees (all employees)	%	23.0
Median hourly pay difference between male and female employees (all employees)	%	26.0
Mean hourly pay difference between male and female employees (Part-time)	%	19.9
Median hourly pay difference between male and female employees (Part-time)	%	1.8
Mean hourly pay difference between male and female employees (Temporary)	%	5.7
Median hourly pay difference between male and female employees (Temporary)	%	24.6
Proportion of men and women receiving a bonus (all employees)	% (M/F)	91.9 / 89.9
Mean gender bonus gap (all employees)	%	52.5
Median gender bonus gap (all employees)	%	38.7
Proportion of men and women receiving benefits in kind	% (M/F)	46.5 / 48.7
Lower quartile M/F	% (M/F)	46.0 / 54.0
Lower middle quartile M/F	% (M/F)	57.9 / 42.1
Upper middle quartile M/F	% (M/F)	69.5 / 30.5
Upper quartile M/F	% (M/F)	75.8 / 24.2

For more information about SSE's gender pay gaps and its Inclusion and Diversity Strategy please see SSE's Inclusion and Diversity Report 2022 or visit [sse.com](https://www.sse.com).



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