



Energy for
generations

GENDER PAY GAP REPORT



INTRODUCTION

At ESB, we embrace our diversity, uniqueness and individuality so that together, we can lead the way towards an inclusive Brighter Future for all.

We have decided to publish our gender pay gap in advance of any legislative requirement to do so. Over the past number of years, an increasing focus has been brought to gender pay gap as a means of highlighting the need for increased focus on gender diversity in the workplace.

Improving gender diversity continues to be central to ESB's Inclusion & Diversity strategy. Understanding what is driving the gender pay gap allows us to bring a renewed focus to the changes that are needed to address it.



Leveraging diversity to deliver better business results and sustaining a culture of inclusion and belonging where all our people can thrive, are priorities for ESB. The decision to be transparent and publish our gender pay gap data, enables us to bring a renewed focus to gender diversity and prioritise our actions for improvement in gender representation at ESB.

A handwritten signature in black ink, which appears to read 'Pat O'Doherty'.

Pat O'Doherty Chief Executive

LEGISLATION IN IRELAND

In Ireland, the government plans to introduce legislation for mandatory gender pay gap reporting for business. This will oblige businesses to publish statutory calculations each year showing the extent of the pay gap between what women earn as a group and what men earn as a group. Gender pay gap reporting emerged as a policy issue in both the Programme for Partnership Government and the National Strategy for Women and Girls 2017-2020 (NSWG), which proposed it as part of the solution to Ireland's labour market gender gap.



OUR GENDER DATA ANALYSIS

Our overall gender pay gap is:

4.5%

When we adjust to include overtime this increases to:

11.6%

How we calculate our mean gender pay gap:



The difference = Mean Pay Gap



Analysis of this shows that the pay gap is largely driven by significantly lower female participation in craft and engineering roles, which often involve work schedules that attract role specific pay and allowances, and a higher number of men in senior leadership roles across all disciplines.





ESB ACTION PLAN

Leadership Accountability and Commitment

ESB's leadership team is committed to understanding the drivers of our gender pay gap and addressing these through our Inclusion & Diversity Strategy. The strategy sets our clear actions to increase female participation at leadership levels. Since 2015, we have increased female participation in senior leadership positions from 25% to 30%.

Recruitment

We have been working on our recruitment practices to ensure they are inclusive to all and can support increased diversity throughout our organisation.

Development and Talent

We are committed to ensuring our talent pipeline is increasingly diverse, putting in place the necessary supports to ensure our development interventions support this.

Smart Working

We know that flexible working is a key enabler of diversity and is critical at key life points to enable better work-life integration. Our plans to introduce smarter working practices are designed to enable a more flexible, performance based working culture that supports diverse talent throughout the career journey.

