

GENDER PAY GAP REPORT 2017

Inenco is a business-to-business consultancy working on behalf of clients to optimise the supply, use and cost of utilities including electricity, gas and water. We have long-term relationships with many of the UK's largest and most powerful brands and work closely with our clients to minimise their risk whilst maximising value.

This Gender Pay Gap Report is based on data as of 5th April 2017. At this date, Inenco employed 379 people with 231 (61%) being men and 148 (39%) being women.

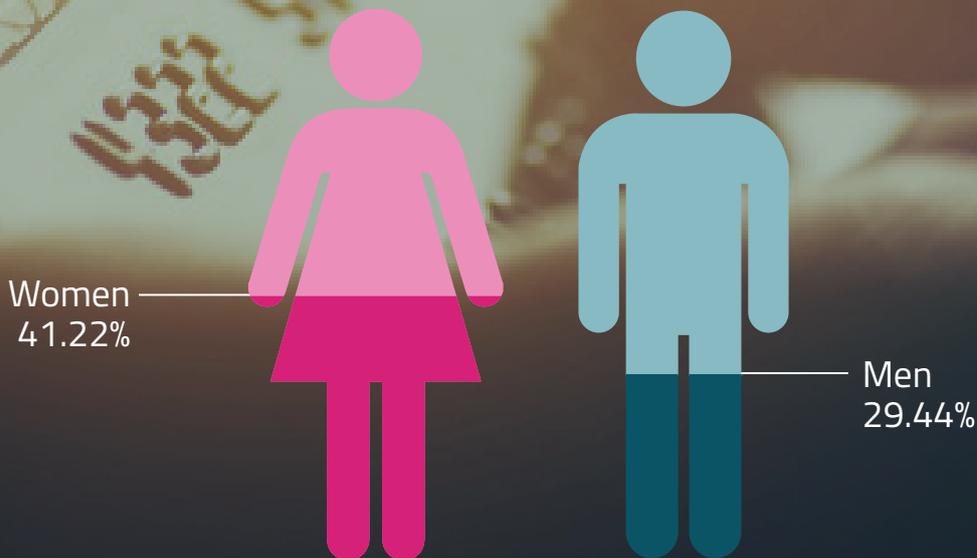
Inenco positively values the different perspectives and skills that a diverse workforce brings to our company. We are committed to providing equal opportunities in employment and addressing our gender pay gap.

Pay & Bonus Gap

The difference in average hourly rates of pay that men and women receive:

	Mean	Median
Pay	30.03%	15.50%
Bonus	22.97%	17.69%

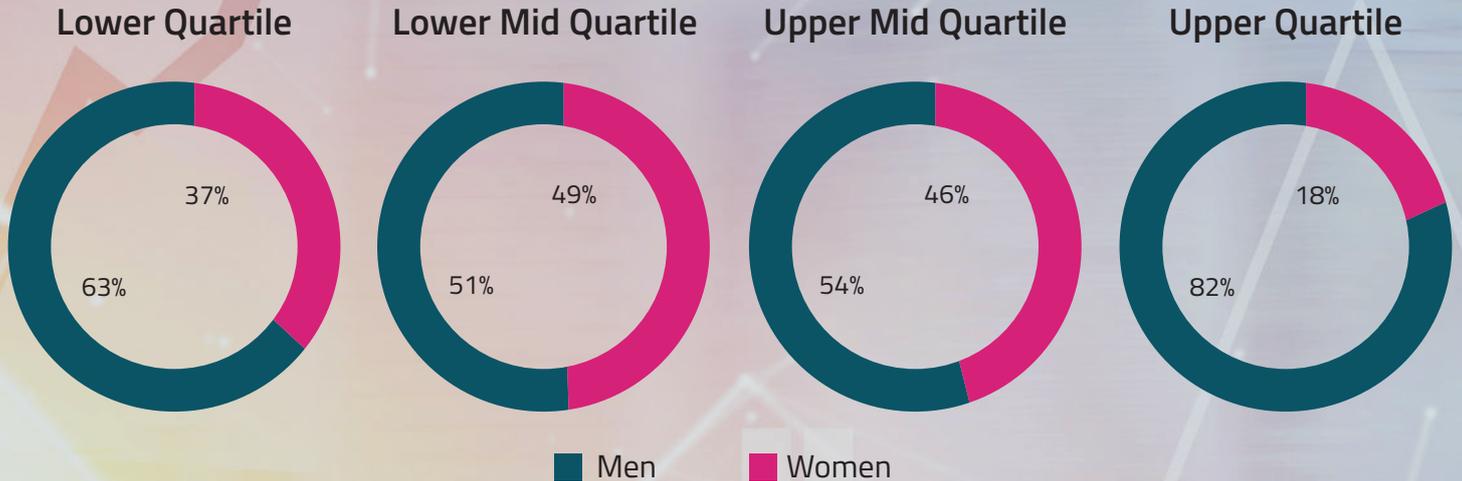
Proportion of employees awarded bonus April 2016-April 2017



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Pay Quartiles

The proportion of men/women in each quartile pay band is as follows:



Commentary:

- There are no significant differences in pay rates for different genders occupying equivalent roles. However, the gender pay gap arises as a higher proportion of senior, technical and commission earning roles are occupied by men
- Inenco is committed to addressing the gender pay gap and we have already taken action this year to ensure a higher proportion of female employees within the upper quartile pay bands
- At the date of this report, more than 50% of our Leadership Team are now female and we have a higher proportion of female employees overall than in April 2017
- We also introduced a new bonus scheme to ensure broader participation across the business
- With greater focus going forward on recruitment, training and reward, we aim to continue to address the gender pay differential over the coming years

Janet Benson
HR Director
March 2018

More than 50%
of our Leadership
Team are female

We are committed
to providing equal
opportunities in
employment

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