



GENDER PAY GAP REPORT 2022

ITHACA ENERGY PLC



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At Ithaca Energy we are committed to providing equal opportunities for all our workforce irrespective of gender, race, religion, sexual orientation, age, national origin, or disability. We are committed to creating an open, diverse, and inclusive organisation where all feel engaged, valued, and supported.

This report details our gender pay gap for 2022. The figures below have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. Gender pay is not the same as equal pay. Equal pay is a statutory requirement. Ithaca Energy is committed to providing equal pay for men and women doing the same job.

Consistent with our peers in the energy sector, we do have a gender pay gap. Our gender pay gap is reflective of our workforce which has a greater number of men in senior and technical roles where pay and bonuses are higher. This is reflective of the gender balance throughout the sector which has historically had fewer women in senior, engineering, and technical roles. These roles typically attract higher levels of remuneration, which can be due to scarcity of skills or operating in highly competitive markets for those skills. Our gender pay gap is further compounded by offshore allowances, a key factor accounting for a higher average pay for men, than for women, as more men typically occupy these positions.



Data snapshot at 5 April 2022:

GENDER PAY GAP



MEAN:

17.1%

MEDIAN:

11.9%



BONUS PAY GAP

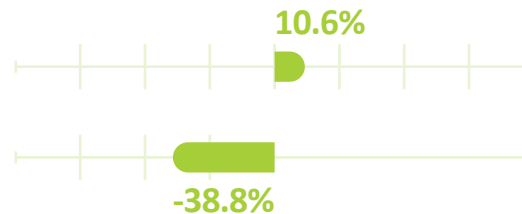


MEAN:

10.6%

MEDIAN:

-38.8%



PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



MALE:

94.6%

FEMALE:

93.5%



Proportion of Men and Women in each of the Quartile Pay Bands

UPPER QUARTILE

Senior Engineers; General Management

MALE

83.6%

FEMALE:

16.4%

UPPER MIDDLE QUARTILE

Managers; Engineers; Specialists, Team Leads

MALE

86.6%

FEMALE:

13.4%

LOWER MIDDLE QUARTILE

Operators; Technicians; Engineers

MALE

89.8%

FEMALE:

10.2%

LOWER QUARTILE

Administrators; Technicians; Entry level Graduates

MALE

57.0%

FEMALE:

43.0%

DIVERSITY, EQUITY AND INCLUSION (DE&I) POLICY

In support of building an open, diverse, and inclusive organisation we have recently put in place our Diversity, Equity, and Inclusion (DE&I) policy which includes the following commitments:

- Create and maintain an environment in which individual differences and the contributions of all are recognised and valued.
- Provide training, development and progression opportunities to all our employees so that they can develop to their full potential.
- Review our employment practices and procedures regularly for fairness, ensuring decisions are made on merit.
- To address any disrespectful behaviour highlighted so that it can be quickly corrected.
- Provide training and support across the organisation so we can all learn and build a greater understanding of our responsibilities in respect of diversity, equity, and inclusion.
- Support, listen and action recommendations from our workforce and DE&I Committee.
- To measure and monitor key DE&I data and feedback in order to evaluate our progress.

In 2022, we worked on the following activities in support of these commitments:

- Creation of our DE&I policy to document the above commitments and create a baseline for our culture where all feel respected and able to give their best. We want everyone to feel comfortable to be themselves and feel listened to. This is aligned with our value- 'Express Yourself'.
- Introduction of a DE&I network to partner with the company and our leadership on our action plan.
- Supported the Oil and Gas Technical Apprenticeship Programme (OGTAP) which values diversity and encourages applicants from all backgrounds.
- Utilised tools to remove gender bias language from our job descriptions and job postings to encourage a wider pool of candidates.
- Reviewed and updated our policies with more inclusive language.
- Audited promotion and pay decisions to verify a balanced distribution by gender.
- Improved our paternity pay provision to support non-birth parents to take time off.
- Provided training on inclusion to all managers and supervisors.

As a company we will continue to take action and monitor progress towards our DE&I commitments. Our success is dependent on our people and retaining and attracting a diverse range of talent. Additionally, part of the Remuneration Committee's role is to be aware of pay and conditions applying to the wider workforce; it therefore takes a keen interest in Ithaca's Gender Pay Gap Report and actions to reduce the gap.

Lastly, I confirm that the gender pay gap data contained in this report for Ithaca Energy (UK) Limited is accurate and has been produced in accordance with the Equality Pay Act 2010.

Alan Bruce

Chief Executive Officer, Ithaca Energy

