



Gender Pay Gap Report 2023

At Ithaca Energy we are committed to providing equal opportunities across our workforce irrespective of individual differences including gender, race, religion, sexual orientation, age and disability. Our aim is to create an open, diverse and inclusive organisation where all feel engaged, valued and supported.

This report details our Gender Pay Gap for 2023 and the figures enclosed have been reached using the mechanisms that are set out in the Gender Pay Gap reporting legislation. The Gender Pay Gap is the difference in the average hourly rate between our male and female employees across the whole organisation.

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. The energy sector has historically had fewer women in senior, engineering and technical roles. These roles typically attract higher levels of remuneration because of the scarcity of skills and operating in highly competitive markets. 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 occupy these positions.



Data snapshot at 5 April 2023

This report details our Gender Pay Gap for 2023

The figures below have been reached using the mechanisms that are set out in the Gender Pay Gap reporting legislation. Data snapshot at 5 April 2023:



Gender Pay Gap



MEAN

9.7%

MEDIAN

17.0%

Bonus Pay Gap



MEAN

0.3%

MEDIAN

-39.1%

Proportion of men and women receiving a bonus



MEAN

97.2%

MEDIAN

94.6%

Diversity, Equity and Inclusion (DE&I) policy

We believe that building an open, diverse and inclusive organisation is fundamental to our success aligned with our values of ‘express yourself’ and ‘be considered’ which promote inclusion, listening, integrity, openness and respect.

We are continually working to improve equality and inclusion, this year we have taken the following steps in support of this:

- Increasing awareness and education on DE&I topics by providing a number of discussion events, information sharing and awareness sessions, an example of this was our sponsorship of the ADHD neurodiversity umbrella project where we had a high level of employee engagement and positive feedback.
- Developed our core behaviours, ‘Our Way’ to support inclusion and sense of belonging. These behaviours were developed in collaboration with a cross section of employees to bring our values to life and build a positive culture.
- Introduced mandatory online awareness training for all employees and contractors on inclusion and unconscious bias.
- Conducted a DE&I policy audit with a number of improvements implemented to our recruitment process which are more inclusive. We also introduced a new Menopause policy to increase awareness and provide more support. We will continue to use these findings to implement more improvements in 2024 to support inclusion and gender equality.
- Audited promotion and pay decisions to ensure unbiased decision making by gender.

- Focused on our employee engagement by including DE&I questions in our employee survey as well as providing a voluntary demographic data gathering section. In preparation for this we provided leaders with some key points to build trust and improve education on DE&I. The feedback from this survey has been shared with our DE&I network to inform our focus areas for 2024.
- Conducted a number of employee focus groups to build an action plan to improve employee experience and promote a sense of belonging. This resulted in an increased focus on leadership communication and visibility to build a high trust environment.

We continue to monitor progress towards our DE&I commitments, recognising that our success is dependent on our people and retaining and attracting a diverse range of talent.

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.

Iain Lewis
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