

# Our UK Gender Pay Gap report

## 2023

### Thank you for reading our first UK Gender Pay Gap report.

At Lightsource bp UK, our purpose is to deliver solar power for our world. We've created an open and inclusive business so our people can contribute towards the growth and success of our company, and deliver on our purpose. I'm proud of our incredible culture.

Everything we do is underpinned by our core values: Safety, Integrity, Respect, Sustainability and Drive. That includes our [diversity, equity and inclusion mission statement](#), which is an integral part of our business strategy and future growth.

Diversity, equity and inclusion (DE&I) are more than just words for us, they're the principles guiding how we build our teams, cultivate leaders, and create an inclusive workplace where our people are comfortable bringing their authentic whole selves to work.

Reporting on our UK Gender Pay Gap for the first time provides an opportunity for us to step back and assess how we're delivering on some of those principles. The information in this report is a useful indicator of how representative we are in respect of gender across different pay levels within the organisation. The figures, particularly for Lightsource bp UK overall, are testament to the hard work of everyone at Lightsource bp UK to prioritise DE&I. It also continues an important discussion on how we can improve, such as – over the long term – increasing female representation at all levels of the company.

Our report shows the Gender Pay Gap statistics across both of our UK legal entities, Lightsource Development Services and Lightsource Operations Services; in the appendix we have included the statutory information we're required to publish, which is for our Lightsource Development Services entity.

The figures provided in this report focus on the reporting requirements and we confirm the content is true to the best of our knowledge and belief.

We recognise our success is dependent on respecting and valuing individual differences, regardless of background (such as gender, age, nationality, race, religion, belief, disability, sexual orientation, gender identity or lifestyle). For more information on our approach to DE&I, visit our [website](#).



**Heather Hayes**  
Global HR Director

# About the Gender Pay Gap

## What is a Gender Pay Gap?

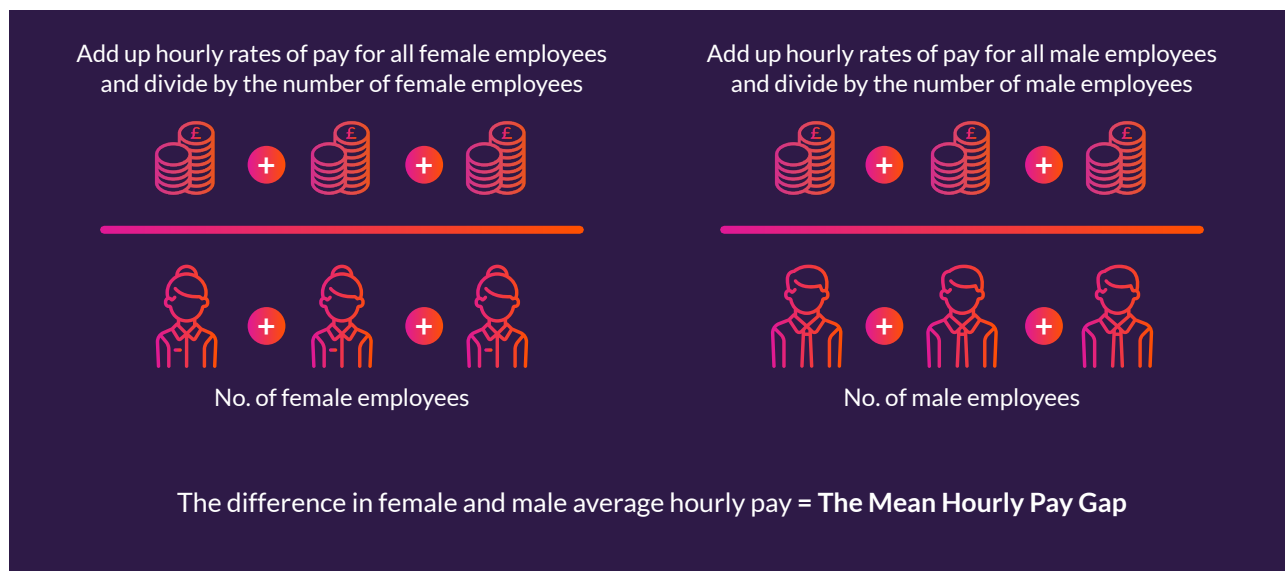
A **Gender Pay Gap** is a **collective comparison**, measuring the difference between the average pay of all male employees within an organisation and the average pay of all female employees within an organisation. It's a useful statistic for showing the distribution of men and women across different pay levels within an organisation.

An **Equal Pay Gap** is an **individual comparison**, measuring the difference in pay between a male employee and a female employee performing an equivalent role within an organisation.

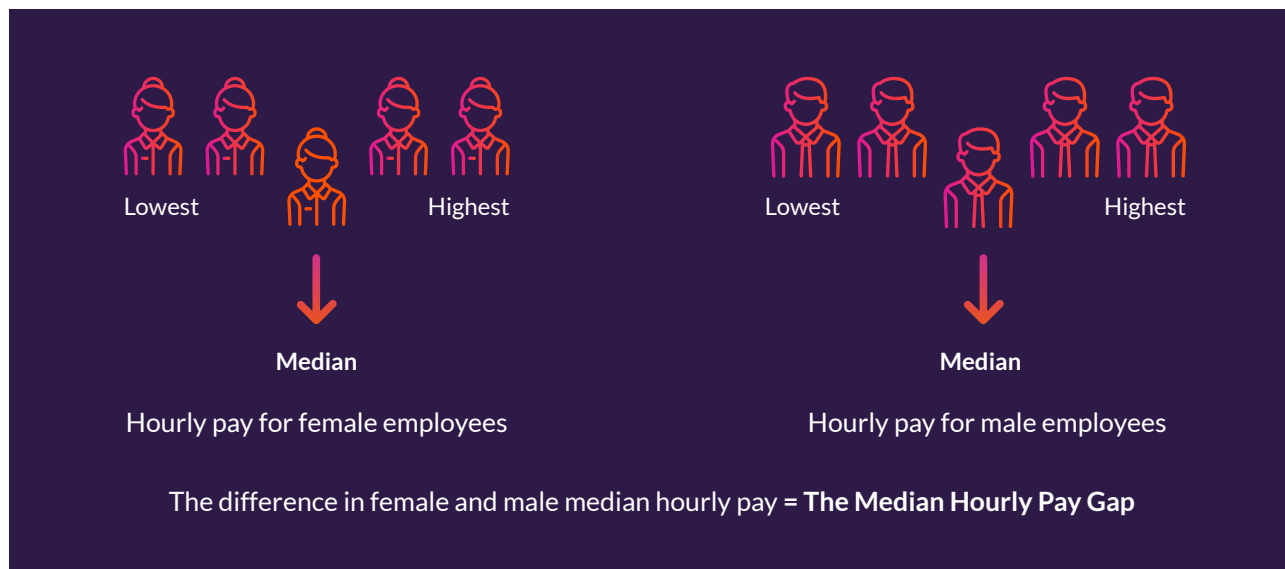
It's possible for an employer to have a Gender Pay Gap despite male and female employees carrying out the same role and being paid exactly the same. For instance, this could occur as a result of a large male employee representation across senior positions. Other factors may have an impact, including the level of experience and education of each employee and the location in which they work. **This report and the figures provided will focus on gender pay.**

## What is the Hourly Pay Gap?

The **Mean Hourly Pay Gap** is the difference between the average hourly rates of pay for female employees, compared to the average hourly rate of pay for male employees.



If you lined up all female employees against all male employees, from the lowest to the highest hourly paid, the **Median Hourly Pay Gap** represents the difference in hourly pay between the middle female employee, compared to the middle male employee.





### What are pay quartiles?

Under the regulations, all companies required to report must publish the results of their gender distribution across their range of hourly pay rates. This is achieved by ranking employee pay rates from highest to lowest and dividing the range of pay into four equally-sized groups that cover all employees. These groups are referred to as pay quartiles. Employees are then positioned in their respective pay quartile, regardless of gender.

### What are the mean and median 12-month bonus gaps?

The bonus gap statistics are based on what the employees were paid in bonus in the 12 months to 5 April 2023. This total includes any monetary award, such as annual bonus and long-term incentive payments.

For each employee that received a bonus, all types of bonus payment received over the 12 months are added up. The mean and median bonus gaps are then calculated just like the Hourly Pay Gaps – with the mean and median annual bonus payment for all male employees compared to the mean and median bonus payment for all female employees.

# Our 2023 UK Gender Pay Gap results

In the UK, employers need to disclose their gender pay and bonus gaps for any *UK legal entity* with 250 or more 'relevant employees'. These are typically employees who ordinarily work in the UK and are governed by its legislation.

Lightsource bp UK has 2 UK legal entities – Lightsource Development Services (which had 301 relevant employees during the reporting period) and Lightsource Operations Services (which had 119 employees during the reporting period). This year, we've gone beyond the legislative requirements by producing an overall report for the entirety of Lightsource bp UK. In the appendix, you can find details of the statutory information for Lightsource Development Services; we also ran analysis for Lightsource Operations Services which has not been published for data protection reasons (this is a small population size where less than 20% of the population are female).

## Key points

**2.1%** Lightsource bp UK's Mean Hourly Pay Gap

**10.6%** Our industry's Mean Hourly Pay Gap

**17.3%** Lightsource bp UK's Mean Bonus Gap

- We're pleased to report that **Lightsource bp UK's overall mean pay and bonus gaps are lower than the average** across all UK organisations and the Electricity Production industry.
- Because of our size, **our figures are volatile**. A few people joining or leaving the organisation could have a double-digit percentage impact on some of the results set out in this report.
- **We know what drives our Gender Pay Gaps**; they can be largely attributed to lower representation of women in higher-paid roles.
- **We're committed to maintaining a diverse, equitable inclusive environment** at Lightsource bp UK and have introduced new initiatives over the year that specifically support us to attract, develop and retain female talent. We also have an established framework and governance for supporting DE&I more broadly at the company.

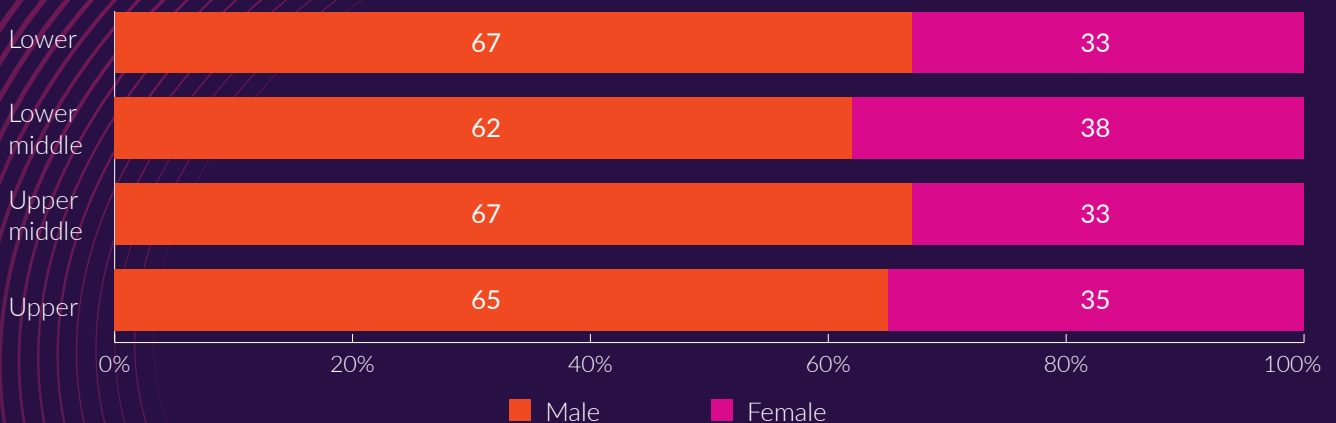


# Lightsource bp UK's Gender Pay Gap

April 2023

Hourly Pay Gap	Mean	2.1%
	Median	2.1%
Bonus Gap	Mean	17.3%
	Median	12.8%
% employees receiving a bonus	Male	88.2%
	Female	89.3%

## Pay quartiles



Lightsource bp UK has a low pay gap in favour of male employees. The UK\* mean pay gap is 12.1%; for our industry it was 10.6%. This reflects the fact that, although we have more male than female employees at Lightsource bp UK, the distribution is relatively consistent across different pay levels in the company. Our bonus gaps are higher and in favour of male employees, resulting from a larger representation of male employees across senior positions relative to female employees.

On the following pages, we've set out some of the recent progress we've made to help create a diverse, equitable and inclusive working environment at Lightsource bp UK. Over time, initiatives like these will reduce our overall pay and bonus gaps.

\*As at 15/01/2024. Figures are based on April 2022 Gender Pay Gap reporting, as most organisations had not published their April 2023 statistics when this report was prepared.

# Our actions

Our culture, core values and team members drive our success. We pride ourselves on demonstrating that we're a values-led company, passionate about DE&I. We care deeply about creating a safe and healthy place for people to work and encourage a culture of openness and integrity.

We're invested in continuous growth across all these areas. To maintain and improve our Gender Pay Gaps, we need to be a destination of choice for diverse talent, with focused initiatives that will help to attract, retain and develop women. We also need to do our part in supporting women to stay in the workforce, through more inclusive people policies for some of the moments that matter – such as returning to work from parental leave.

Below, we've outlined some of our recent initiatives that support these objectives.

## 'Be You' policies

We've introduced a series of global policies that aim to provide all employees with the support they may need in some significant life events. These include:

- **Fertility Treatment Support**, which recognises the emotional and physical challenges from undergoing fertility treatment. We provide increased flexibility and time off for both those undergoing fertility treatment as well as their partners, alongside practical and emotional support.
- **Maternity Coaching**, which provides coaching sessions before maternity leave, returning to work, and an informal check-in 6 months after returning.
- **Ramp-Up Parental Leave**, which enables parents to receive full pay in the four-week period after they return from leave, working more flexible and reduced hours.
- **Pregnancy Bereavement & Baby Loss Support**, which provides increased flexibility and time off work, support for secondary carers, and travel expense cover in the event of the loss of a pregnancy or baby.
- **Menopause Support**, which helps everyone better understand menopause and provides some extra support for those passing through this natural transition, including increased flexibility around work schedules and workplace environment support to make colleagues more comfortable and confident in the office.

## Speak up program

We want to improve DE&I education and awareness throughout Lightsource bp UK. To encourage meaningful conversations and maintain awareness, we've implemented our Speak up program as an internal network for employees to raise concerns in a safe environment, promoting psychological safety.

## VIBES: Volunteering. Inclusivity. Belonging. Equality. Society.

In 2022, we published a DE&I mission statement that sets out [a series of commitments](#) from recruitment to retiring at Lightsource bp UK. It provides us with a holistic, long-term approach to DE&I at the company.

To ensure that we continue to engage across our organisation and improve on the commitments we've made, we have a dedicated governance committee called VIBES.

The VIBES committee owns, updates and reports on our DE&I framework, assessing regularly where we're at as a company and identifying areas of improvement.

## Future initiatives

As mentioned above, we regularly and proactively assess what we can do to support diverse talent, including women, to thrive at Lightsource bp UK. Our Gender Pay Gap results have been shared with the VIBES committee as well as our leadership team to understand what our results are today, and consider what we deliver in future to support female belonging, equality, progression and recruitment in the company.

# Appendix

## Reporting on our Gender Pay Gap

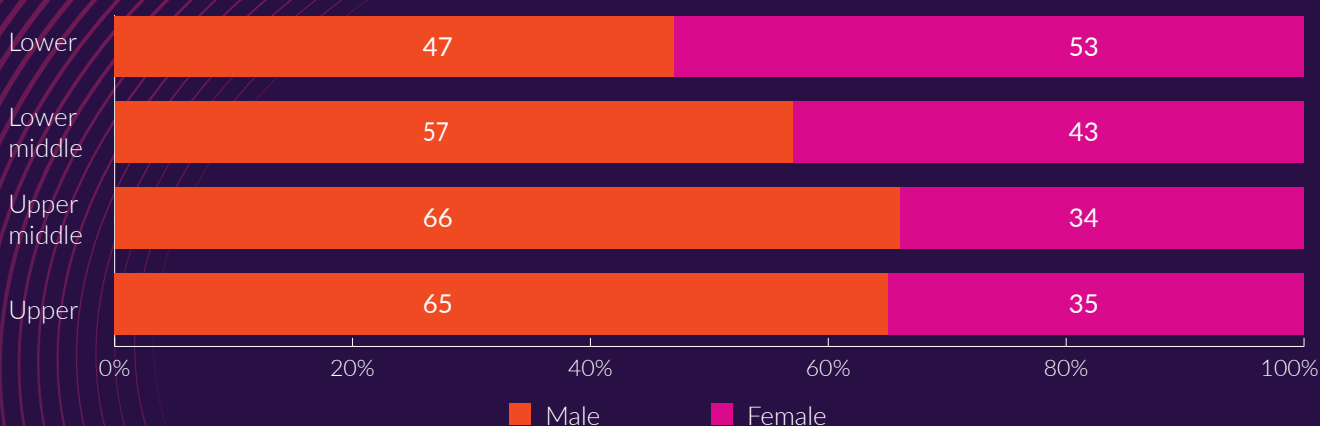
Legislation states that all UK employers (UK legal entities) with 250 or more ‘relevant employees’ (typically who ordinarily work in the UK and whose contracts are governed by UK legislation) must report on six statistics:

During the pay period covering 5 April 2023:	In the 12 months to 5 April 2023:
1. The <b>difference in mean ‘hourly rate of pay’</b> between male and female ‘full pay relevant employees’.	4. The <b>difference in mean 12-month ‘bonus’ pay</b> between all male and female ‘relevant employees’.
2. The <b>difference in median ‘hourly rate of pay’</b> between male and female ‘full pay relevant employees’.	5. The <b>difference in median 12-month ‘bonus’ pay</b> between all male and female ‘relevant employees’.
3. The <b>proportion of male and female employees</b> in each hourly pay quartile.	6. The <b>proportion of male and female employees receiving bonuses</b> (% of total relevant employees).

## Lightsource Development Services’ Gender Pay Gap

		April 2023
Hourly Pay Gap	Mean	14.9%
	Median	22.8%
Bonus Gap	Mean	36.9%
	Median	49.9%
% employees receiving a bonus	Male	83.4%
	Female	87.3%

### Pay quartiles



Lightsource Development Services, which makes up around two thirds of the overall Lightsource bp UK employee population, has a pay gap in favour of male employees. The result reflects the fact that there are a greater proportion of female employees in lower-paying roles, compared to those in higher-paying roles.

This also impacts the bonus gap results, as higher-paying roles are more likely to receive larger amounts in the form of a performance bonus or other incentives. Given our overall size, these results are also highly volatile; a single employee’s bonus can impact these figures by double digit percentages.