

# UK GENDER PAY REPORT 2017

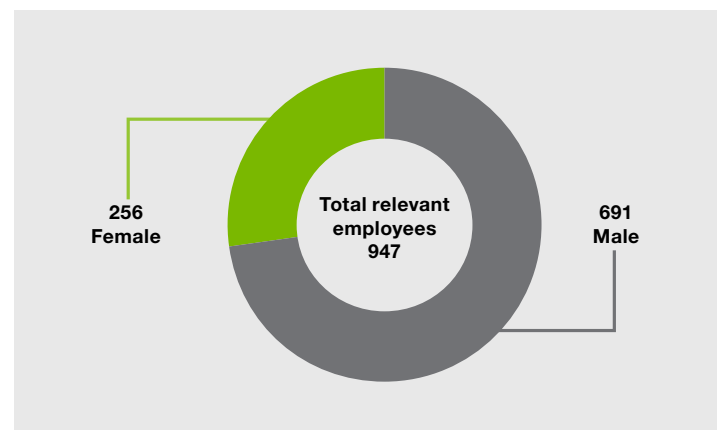
Landis+Gyr is the leading global provider of integrated energy management solutions for the utility sector. Offering one of the broadest portfolios of products and services to address complex industry challenges, the company delivers comprehensive solutions for the foundation of a smarter grid, including smart metering, distribution network sensing and automation tools, load control, analytics and energy storage. From sales representatives to software engineers and assembly workers, our diverse staff is united by the common goal of helping our customers manage their energy as efficiently as possible. As part of our commitment to a common culture of diversity, openness, collaboration and quality without compromise, we welcome the UK Government's requirement to be more transparent in our pay structure. The data in this report show our wage structure for the month of April 2017, as specified by UK regulations.

## Measuring and understanding the pay gap

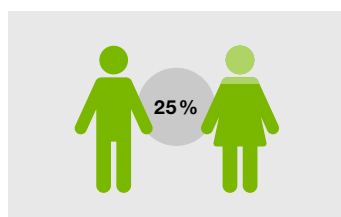
Landis+Gyr UK's gender pay gap is strongly influenced by the gender disparity in the staffing of different areas of the business. For example, office-based roles are predominantly filled by men, whereas 54% of production operatives are female: a job position that has its own pay banding.

In addition to this, the majority of the Senior Management team is male. This significantly influences the average male pay, and explains why the bonus gap is larger than the total pay gap, as bonuses are much higher at management level.

### Total relevant pay employees UK

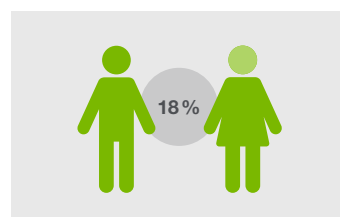


### Mean gender pay gap



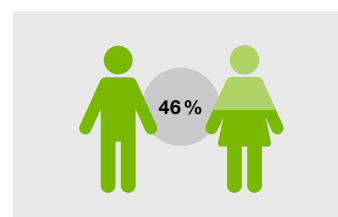
The mean gender pay gap is the difference between mean male pay and mean female pay.

### Median gender pay gap



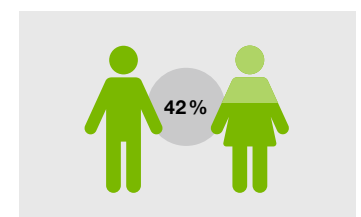
The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

### Mean bonus gender pay gap



The figure considers the mean bonus pay of all male and female relevant employees who were paid bonus pay during the taken period.

### Median bonus gender pay gap



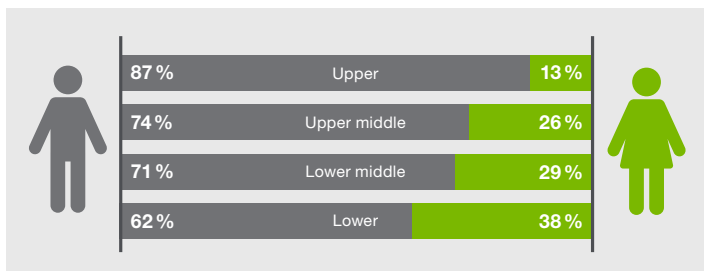
The median bonus pay of all male and female relevant employees who were paid bonus pay during the taken period.

## Production

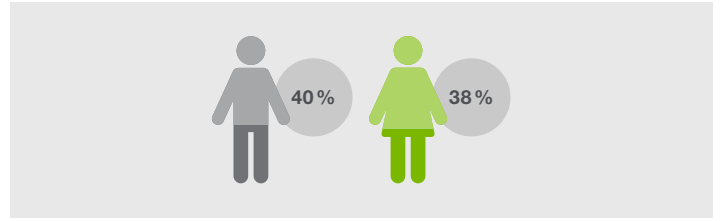


Production forms almost half of our headcount. All female production employees' basic salaries and variable pay rates are 100 % of their male counterparts.

## Proportions of males and females in each quartile pay band

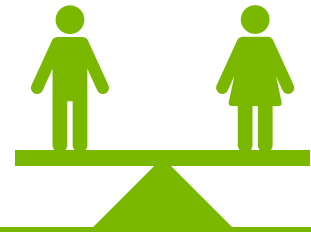


## Proportions of males and females receiving a bonus



The proportion of males and females who are eligible for a bonus is fairly equal.

For this figure all male and female employees are ordered from lowest to highest pay. The list is divided into four sections with an equal number of employees in each section. This figure shows the proportion of male and female employees in each quartile band.



# What we are doing to close the gap

Our goal is to continually improve the representative demographic of our workforce, both as part of our commitment to fairness, and to ensure a varied, diverse and vibrant team. Part of our success can be measured in the steady reduction of the gender pay gap. Over the next five years, we will continue to progress a range of initiatives to attract, engage, develop and retain female talent, as well as other groups underrepresented in our organisation. Here are some examples:

**Attracting** – We are working on improving the diversity of our talent pipeline by actively introducing guidelines to increase the number of female applications as we have fewer women in highly paid roles. We ensure all adverts are gender neutral. We will continue to build on our engagement with the national STEM organisation to further create opportunities for females within our organisation and will continue to engage with local schools and colleges to promote STEM as a future career with us.

**Retention** – We are committed to creating a flexible working environment and will be engaging with the workforce on ways in which this can be further improved. We offer a comprehensive range of flexible employee benefits in the UK. Employee engagement surveys have been carried out to help us understand and improve employee satisfaction with such initiatives.

In addition, we conduct detailed exit interviews and analyse the data for trends that will help us to improve talent retention. Two global talent programmes go live in 2018 and both have been designed with a gender balanced participant mix in mind.

**Development and progression** – In 2018, we launch a Global employee database and Learning Management System which will dramatically improve access to learning and development opportunities for all employees. These system improvements will also allow us to collect and analyse information about our employee's career aspirations which will proactively influence the design of future talent initiatives. We conduct an annual review of high-potential talent across the organisation and the diversity of succession plans is discussed.

*We confirm the information and data reported is accurate as of the snapshot date April 5, 2017.*

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