



UK GENDER PAY REPORT 2018

Landis+Gyr
manage energy better

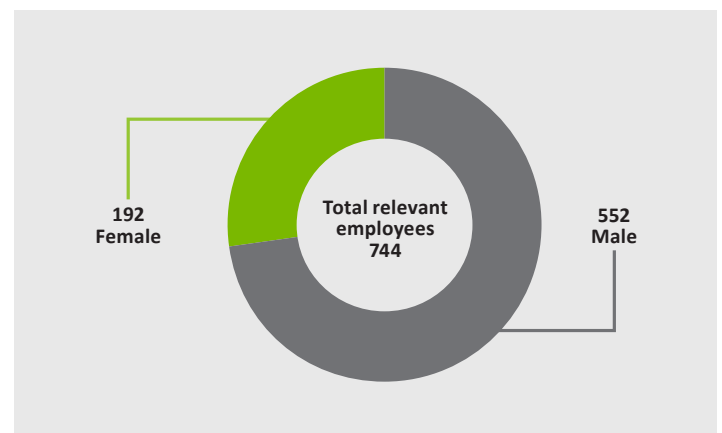
Landis+Gyr is the leading global provider of integrated energy management solutions for the utility sector. Offering one of the broadest portfolios of products and services to address complex industry challenges, the company delivers comprehensive solutions for the foundation of smarter grids, including smart metering, distribution network sensing and automation tools, load control, analytics and energy storage. From sales representatives and software engineers to assembly workers, our diverse staff is united by the common goal of helping customers manage energy better. As part of our commitment to a common culture of diversity, openness, collaboration and quality without compromise, the data in this report shows our wage structure as of April 2018, in accordance with UK regulations.

Measuring and understanding the pay gap

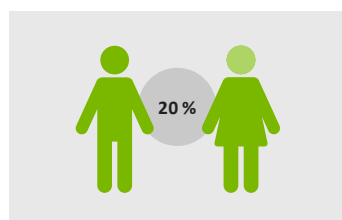
Landis+Gyr UK's gender pay gap is strongly influenced by the gender disparity in the staffing of different business areas and of the industry. Engineering roles are predominantly filled by men, whereas a higher proportion of production operatives (a position that has its own pay banding) are women.

In addition to this, most of the members of the Senior Management team are men. This significantly influences the average pay by gender and, as bonuses are higher at management level, it explains why the bonus gap is larger than the total pay gap.

Total relevant pay employees UK

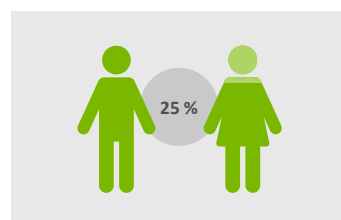


Mean gender pay gap



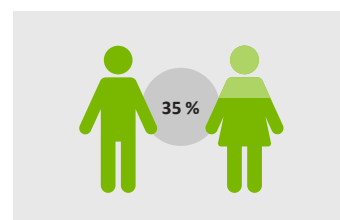
The mean gender pay gap is the difference between mean male pay and mean female pay.

Median gender pay gap



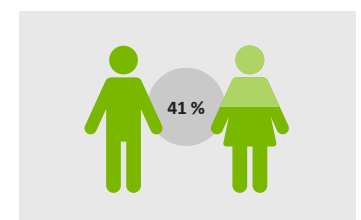
The median gap is the difference between the employee in the middle of the range of male wages and the employee in the middle of the range of female wages.

Mean bonus gender pay gap



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

Median bonus gender pay gap



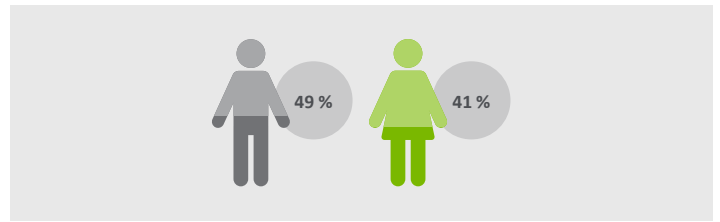
The median bonus pay of all relevant male and female employees who were paid bonuses during the given period.

Production



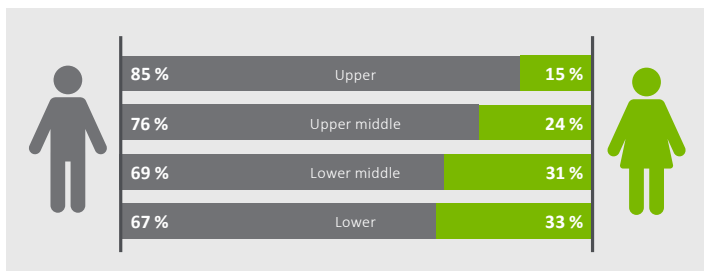
Production constitutes almost 40% of our headcount. All female production employees’ basic salaries and variable pay rates are 100% that of their male counterparts.

Proportions of males and females receiving a bonus

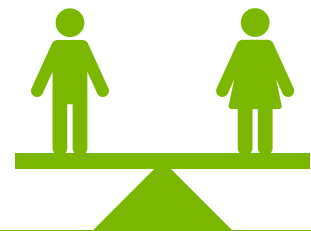


The proportion of males and females who are eligible for a bonus is almost equal.

Proportions of males and females in each quartile pay band



The figure splits salaries into four brackets, ordered from highest to lowest, and with an equal number of employees in each. It shows the proportion of male and female employees in each of these quartile bands.



What we are doing to close the gap

As part of our commitment to a vibrant culture, our goal is to continually improve the diversity of our workforce. Our success in doing so will be measured in part by the reduction of the gender pay gap; the quartile split already demonstrates positive steps towards this. Over the next four years, we have committed to initiatives to attract, engage, develop and retain diverse talent and to ensure equal opportunities for all. Here are some of the initiatives we have been working on to reduce gender disparity:

Attraction

- We are working on several projects to broaden our talent pipeline. For example, recent recruitment campaigns have targeted specific sources to increase the diversity of applicants.
- Work is currently ongoing to explore the gender neutrality of a cross-section of our job descriptions. This will identify any adjustments needed to attract diversity from the offset.
- We will work with the national STEM organisation to discover more ways to engage communities and schools. We have started building relationships with universities to encourage more of the future workforce to consider Landis+Gyr a fair and welcoming employer. Landis+Gyr also sponsored the Salford University Metering Conference 2019 and took the opportunity to engage a broad range of post-graduate students.

Retention

- We are committed to a working environment, where everyone can apply for flexible benefits and flexible working. We consider all flexible working requests fairly and accommodate these wherever possible.
- Since the last gender pay gap report, a Diversity & Inclusion team has

been encouraging participation in relevant initiatives through workshops and social media campaigns. Further, unconscious bias training and a mentoring scheme have been launched as a direct result of a Diversity & Inclusion survey.

Development and progression

- In 2018, we dramatically improved access to learning with the launch of a new HR system which hosts thousands of eLearning items. The system also enables analysis of employees’ career aspirations and a more targeted approach to talent initiatives.
- Last year we introduced the first UK wide talent programme that saw a diverse group participate in leadership workshops and a range of business projects. The programme empowers employees by refining their leadership skills and enabling them to impact real business results.

We confirm the information and data reported is accurate as of the snapshot date April 5, 2018.

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