



# UK GENDER PAY REPORT 2020

Landis+Gyr is the leading global provider of integrated energy management solutions for the utility sector. With one of the industry's broadest portfolios, the company delivers comprehensive products and services for the foundation of smarter grids – this includes smart metering, distribution network sensing and automation tools, load control, analytics and energy storage. From the sales and software focused, to assembly specialists, 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 2020, in accordance with UK regulations.

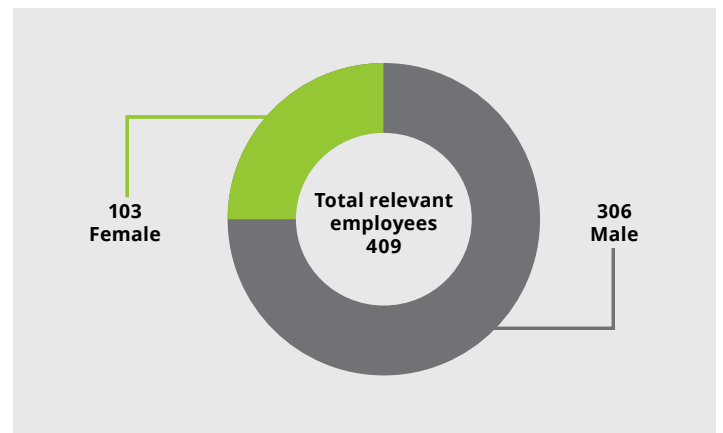
## Measuring and understanding the pay gap

Landis+Gyr UK staff at the snapshot date was largely made up of Engineers and Production Operatives. A large number of our Engineering roles were predominantly filled by men, whereas a higher proportion of Production Operatives (a position that has its own pay banding) were women.

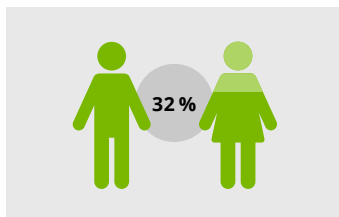
Most of the members of the Senior Management team are men – which reflects the make-up of the sector historically. This factor significantly influences the average pay by gender and, as bonuses are higher at management level, it explains why the bonus gap is larger than the total pay gap.

Due to COVID-19, the number of employees included as full pay relevant employees is significantly lower than in previous years due to employees either being on furlough leave or working a reduced working week. Full pay relevant employees account for only 35% of relevant employees.

**Total relevant pay employees UK**

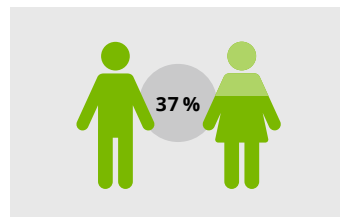


**Mean gender pay gap**



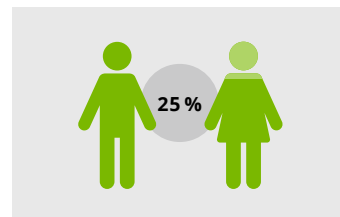
The mean gender pay gap is the difference between mean male pay and mean female pay.

**Median gender pay gap**



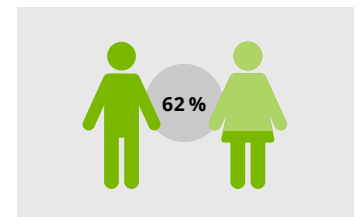
The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

**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**



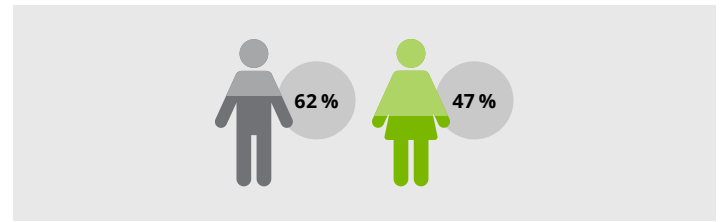
The median bonus pay of all male and female relevant employees who were paid bonus pay during the taken period.

### Production



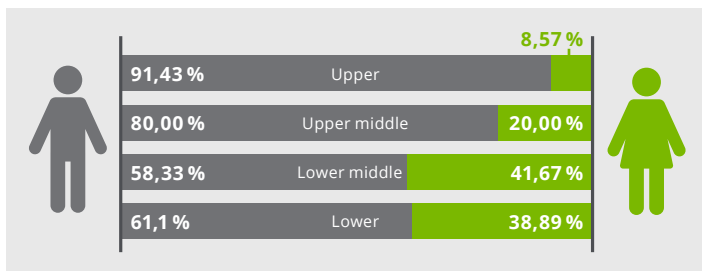
Production forms almost half of our headcount. All female production employees' basic salaries and variable pay rates are 100 % of their male counterparts.

### Proportions of males and females receiving a bonus

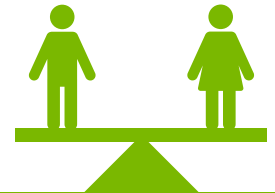


The proportion of males and females who are eligible for a bonus is fairly equal.

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



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

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 level of progress on reducing the gender pay gap. Over the next three 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:

#### Development and progression

- Throughout 2020, we continued to focus on training and development as well as improving our learning experience through eLearning items. To complement this, we will deliver learning workshops aimed at providing training and development opportunities to all our employees whilst enhancing skills.
- In 2021, we will launch our Career Framework. This will help colleagues in the region understand how their role fits with the wider business goals and focus on career development. It will provide excellent development opportunities and truly allow increased collaboration across our high performing business.
- In 2019/2020, we ran our UK wide talent programme for a second year, enabling a diverse group of participants to influence and impact business results.

#### Retention

- In 2019 we launched Lifestyle+Growth which aims to achieve the balance between employees' lifestyles and efforts towards growing our business.

- As part of this initiative, we champion smart working arrangements to allow our colleagues to shape their day around their role, their team and the business needs.
- We also continue to encourage participation in relevant diversity and inclusion initiatives through workshops and social media campaigns. Bias training and our mentoring scheme are examples of on-going activities.

#### Attraction

- We are continuing to work on several projects to broaden our talent pipeline.
- We have implemented a recruitment system to enable us attract candidates and manage recruitment in a streamlined way.
- This includes work with the national STEM organisation to discover more ways to engage communities and schools. Relationships with schools and universities continue to flourish. In 2019 Landis+Gyr launched a STEM bursary scheme aimed at Design Engineering students; an engaging scheme which we are proud to be part of.

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