

**Clarke
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Gender Pay Gap Information

2024 Report
(reporting as of April 2024)

Gender Pay 2024

Introduction to Clarke Energy

Clarke Energy is a multinational specialist in distributed energy generation solutions. Its capabilities range from the supply of a gas fuelled power generation engine, through to the turnkey installation of a multi-engine power plant. Clarke Energy is an authorised distributor and service provider for Jenbacher reciprocating gas engines with a strong focus on aftersales support. It forms part of Rehlko Group, thus belonging to a much larger network of approximately 9,000 associates across 6 continents.

What is the Gender Pay Gap?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

The gender pay gap is not the same as equal pay. Equal pay deals with the differences in pay when members of the opposite sex are paid differently but they carry out the same work, similar work or work of equal value. We are committed to supporting equality through fair pay and we strive to ensure that men and women are paid equally for doing equal work. We recognise that the market is continually changing. For that reason we continue to use external benchmarking against the market, to ensure that we are offering the correct levels of pay for the role rather than for the individual.

Gender Representation at Clarke Energy, UK

The gender representation within the business is 86% male and 14% female.



Despite industry challenges, we are committed to playing our part in trying to change that in order to achieve a better gender balance and recognise the immense benefits of having a workforce that truly represents society. Rehlko has a long-standing commitment to pay equality and diversity, and our employment decisions are based on principles of equal opportunity.

The company is making progress on its diversity and inclusion strategic plan objectives which are to:

- Attract and retain the best talent which is increasingly diverse.
- Build a strong talent pipeline to support the goal to promote from within.
- Achieve a gender balance across Kohler Co. at all levels, including senior levels.
- Create a culture of inclusion to optimise team performance and drive results globally.

Our Commitment

We welcome the continued UK Government Gender Pay reporting initiative and support any action designed to highlight gaps in pay. Despite the challenges we face in the recruitment of females into technical and senior roles we will work to ensure that women are given the opportunities at Clarke Energy to progress from entry to boardroom level.



Jamie Clarke, President



Lynsey Merryweather, HR Director

Gender Pay 2024 Summary

Overall Mean and Median Gap

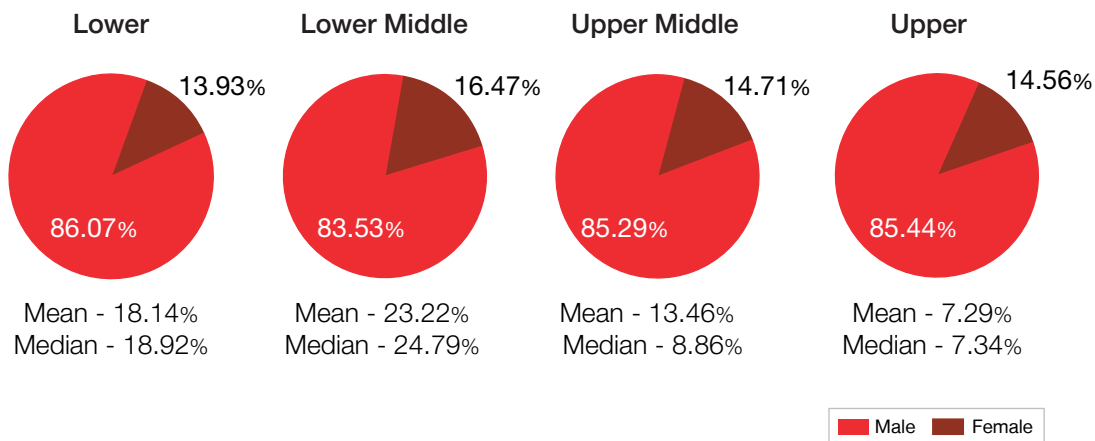
The table below shows our overall mean and median gender pay gap based on the hourly rates of ordinary pay on the 5th April 2024. Ordinary pay includes basic pay, allowances, pay for piecework, pay for leave and premium shift pay.

	Mean		Median	
	2023	2024	2023	2024
Gender hourly pay	15.48%	13.63%	18.24%	17.34%
Gender bonus pay	43.80%	38.20%	0.00%	-10.00%

Our gender pay gap results are a reflection of our gender imbalance rather than a pay imbalance.

Gender Representation and Pay Gap by Workforce Quartile

The gender pay gap calculations for the bonus pay relate to the 12 month period 6th April 2023 to 5th April 2024 inclusive. Pay quartiles are calculated by dividing the relevant workforce into four equal bands. The amount of females and males within each quartile is shown below as a percentage. Also shown below is the gender pay gap within each quartile.

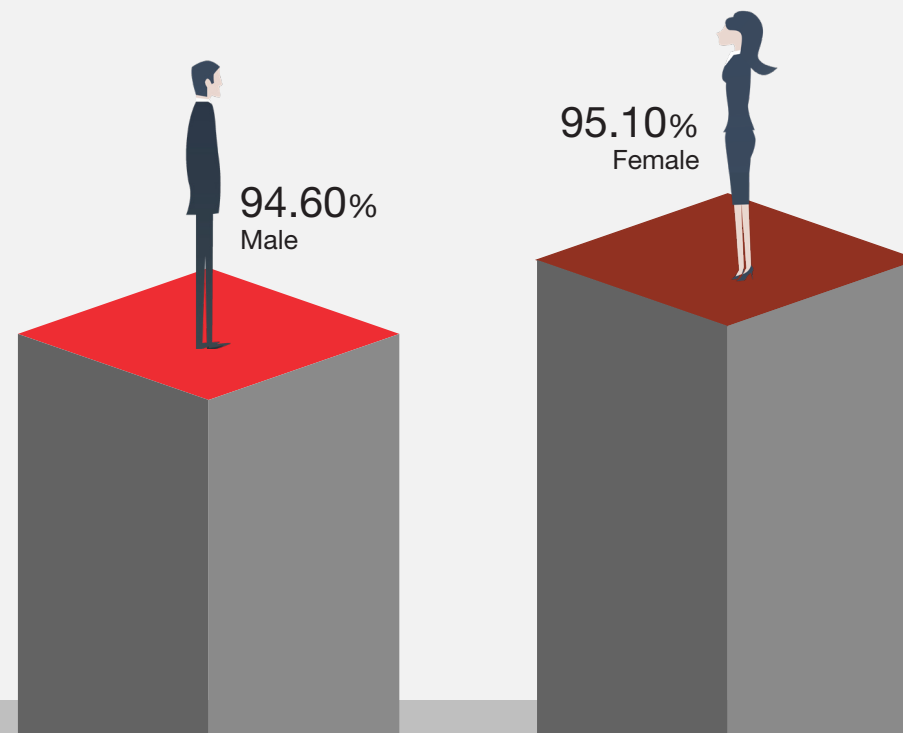


Bonus Payments

All associates received a bonus in December and, thereafter, new hires that met eligibility prior to the end of the reporting cycle. Results correlate to the consistent female and male associate populations.

	Bonus Received	
	2023	2024
Male	95.90%	94.60%
Female	98.20%	95.10%

Proportion of males and females awarded a bonus in the 2024 bonus pay period.



Gender Pay 2024

The Gender Pay Gap calculations show similar results to the 2023 report and reflect not an issue with pay but a reflection of the gender balance within Clarke Energy. Females make up only 15% of our UK workforce and typical of a company within the engineering sector, a high percentage of these are in the lower quartiles where there are significantly more women in lower paid roles across the business compared to men.

However there have been some highlights, reflecting the opportunities for women that work at Clarke Energy. In the upper quartile we have continued to see an increase in the representation of women in the upper quartile. This has increased from 12.84% to 14.56%, an increase of 1.72%. In addition to this, our mean gender pay gap has reduced by 1.85% in the last year, and a cumulative reduction of 8.78% since we began reporting in 2018. This is a positive sign and an encouraging step in the right direction to bridging the gender pay gap which we are aware of, particularly in the Engineering industry.

We have been partnering with local universities to attend local careers events. These have been a great opportunity to promote the Clarke Energy brand as an employer of choice and to speak to current and soon to be graduates about the opportunities available at Clarke Energy. We are able to offer internships and work experience and hope to tailor a specific programme for women to boost participation.

There have been some minor movements in the quartile representation of males, and we can see the lower and lower middle quartiles have reduced slightly whilst seeing a slight increase of females. These are minor changes and more reflective of general changes across the roles recruited for within the business as opposed to an issue with our gender diversity.

Clarke Energy's workforce is predominantly made up of mechanical and electrical engineering roles which are critical to the success of the business, with more male-oriented field service, overhaul and commissioning engineers making up over 50% of headcount. Even in career areas that are more balanced in attracting both genders, such as project management, business development and commercial sales, a background and qualifications in engineering is essential. This, plus a small pool of female talent choosing engineering as a career, makes 50:50 gender representation harder to achieve.

The UK currently suffers from a shortage of engineers, and the demand for engineering resource is being driven by a number of factors, one being, the rise of renewable energy projects. With the sector expected to keep expanding as the UK continues its transition to greener energy sources, this is something we are likely to experience for some time. In 2018 the Guardian reported that 1.8 million new engineers and technicians are needed by 2025 to keep up with new innovations and projects, yet in 2020 research conducted by the Royal Academy of Engineering and WISE has found that just 12% of engineers in the UK are women. Change needs to happen within early educational years so that women see engineering as a career for them and Clarke Energy can play its part in this offering work experience opportunities and engaging with local schools and colleges to support their careers awareness for pupils. A research paper by Stone Haven Global noted that across the age groups, Gen Z were the reluctant to consider a career in engineering with 30% saying that would not choose it. A third felt the sector was too male dominated

Closing the Gap

- We will continue to identify, develop and retain talented women in the business.
- We will continue to pro-actively find qualified female candidates when we have engineering vacancies.
- Continue to build relationships with universities with specialisms in engineering to try and boost our uptake of female engineering candidates in the future, offering work experience placements and internships when possible.
- Encourage managers to be open with advertising salaries during the recruitment process to move towards pay transparency and encourage female applicants.
- Flexible working is now a day one right for employees and this can open conversations around flexibility during the recruitment stage which at one point in time, applicants may have been hesitant to discuss. With flexible working being popular amongst those with caring responsibilities i.e. children, and elderly parents, this opens up our talent pool and in time will contribute towards closing our gender pay gap.