

## EDF Trading: 2017 Gender Pay Gap Report

*EDF Trading is committed to closing its gender pay gap and strengthening our inclusive and diverse culture*

In 2017 new legislation was introduced in the UK that requires employers with 250 or more employees to publish statutory calculations showing the pay gap between male and female employees.

The gender pay gap shows the difference between the average pay of all men and women across the UK workforce; it does not take into account or reflect employees' individual roles.

EDF Trading has published its gender pay gap data on GOV.UK.

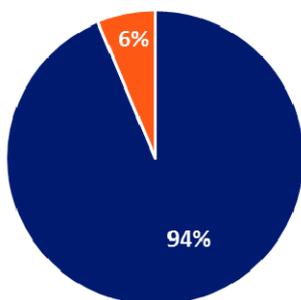
Difference between men and women		
	Mean	Median
Hourly fixed pay	24%	22%
Bonus Paid	68%	33%

The reported gender pay gap figures are a result of the structure of our population with a comparatively low number of women employed within senior and trading positions. When adjusting for role and seniority within the population reviewed, the data reflects employees are paid fairly reflecting their role, performance and experience.

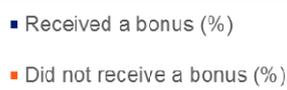
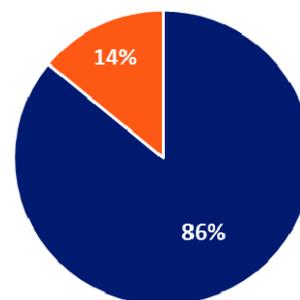
### Proportion of employees receiving a bonus for 2016

94% of women and 86% of men received a bonus for the snapshot period.

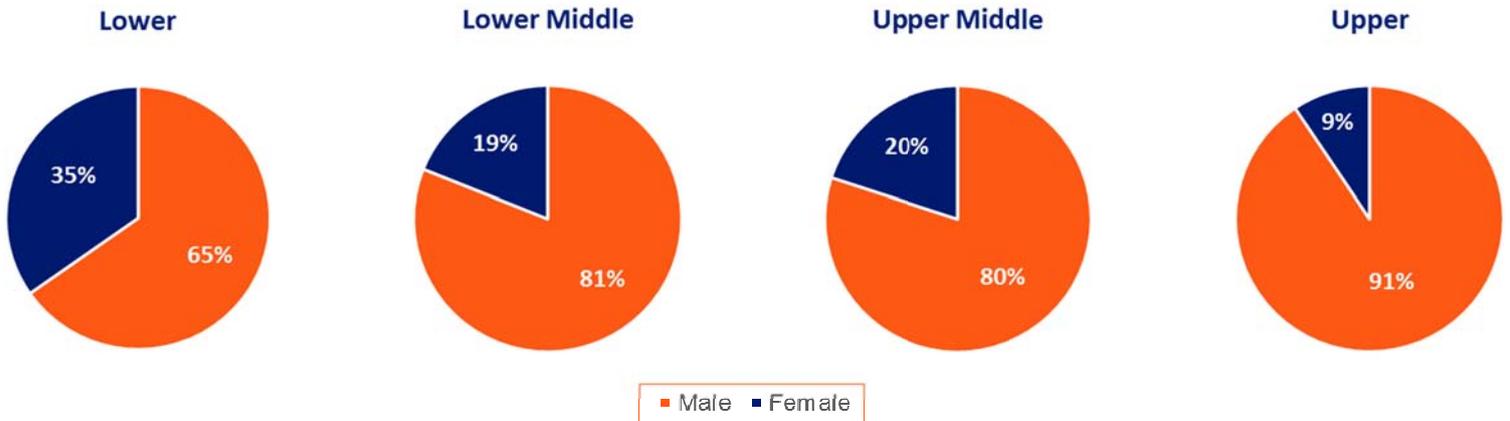
Proportion of women receiving a bonus payment



Proportion of men receiving a bonus payment



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



The pay quartile data reflects the population distribution, previously noted, of more men in senior positions at EDF Trading and we acknowledge that we need to do more to increase the proportion of women at all levels.

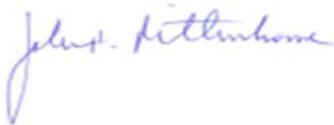
### Our plan to close the gap

Our goal is to increase the number of women throughout our organisation. We have already implemented a number of initiatives to close our gender pay gap at all points in the employee lifecycle including recruitment and we continue to review our flexible working and benefits policies. However, we recognise we need to do more. One of our key drivers is to push for diversity at the recruitment stage to ensure more women are entering our organisation at all levels.

### Declaration

We confirm the data in this report to be accurate.

**Signed**



**John Rittenhouse**  
Chief Executive, EDF Trading Ltd

**Signed**



**Daren Woods**  
Global Head of Human Resources, EDF Trading Ltd