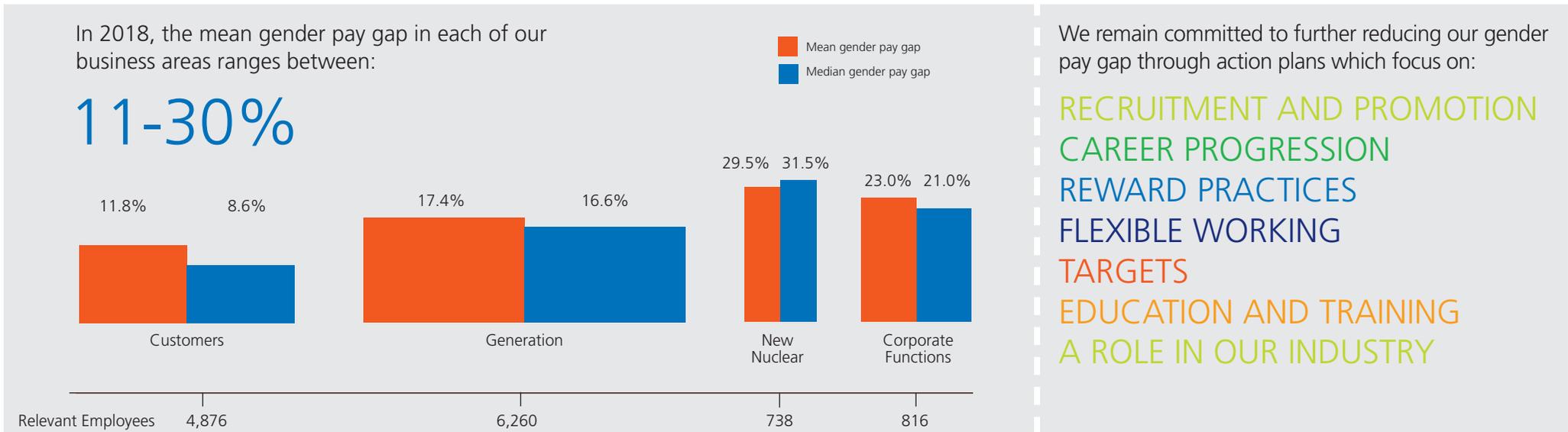


EDF Energy Gender Pay Gap Report 2018



At EDF Energy we're committed to being an inclusive employer which embraces diversity. Honouring this commitment means fostering a work environment where everyone is rewarded fairly for the work they do and the contributions they make to our success. Addressing the gender pay gap is part of this and we can see a modest year on year reduction in our gender pay gap, based on the snapshot date of 5 April 2018. There is more to do, but we are delivering on a clear set of actions to help us address the gap.



What we mean by gender pay gap

The gender pay gap is defined as the difference between the gross hourly earnings of all male and female employees – part-time, full-time and all grades/levels. A gender pay gap is driven primarily by differences in the types of job and levels of seniority of women and men. This is different from equal pay, which looks at the earnings of men and women performing the same (or similar) work within an organisation.

We are confident that our pay strategy and collective agreements support equal pay for equal work. For all employees undertaking similar roles (regardless of gender) our approach to pay is to ensure there is fairness; we also take into account factors such as market reference points, experience/skills, location and performance in setting individual pay.

We regularly review our pay levels and practices as part of an annual pay review and benchmarking exercise.

Internally, as at April 2018, EDF Energy was set up in distinct business areas (Customers, Generation, New Nuclear and Corporate Functions) employing 12,892 people relevant to this report. Since our 2017 report, our Nuclear New Build business has split into HPC and Nuclear Development. Due to the small population size of the latter, we have grouped these here as New Nuclear. When carrying out our analysis, the starting point has been to analyse our gender pay gap by business area in order to clearly identify the key factors and trends contributing to our gender pay gap.

Our results

Our analysis at April 2018 has shown that the mean gender pay gap in each of our business areas ranges between 11-30%. Our two largest populations of employees (almost 90% of our workforce) work within our Customers and Generation businesses where the mean gender pay gap is 11.8% and 17.4% respectively. These business areas remain very different in terms of the nature of the work, the skills required, typical rates of pay and the gender mix of the populations.

EDF Energy gender pay gap

A company-wide view of our gender pay gap provides a useful means to identify any trends or themes emerging across the organisation.

When we aggregate the figures and consider the wide range of all the roles that exist – from technical and specialised to service-based and support, our aggregate mean gender pay gap combines to 24.9%. This figure is a reflection of the different roles across our business areas, market pay variations, as well as the gender mix in each business area. For example, average pay for engineering roles is typically higher than for customer service roles. We have proportionately more men than women in Generation, our largest engineering part of the company, whereas the gender mix in our Customers business area is roughly 50/50.

At a company-wide level we remain committed to implementing actions towards improving gender diversity at all levels within our business and with that, reducing our gender pay gap.

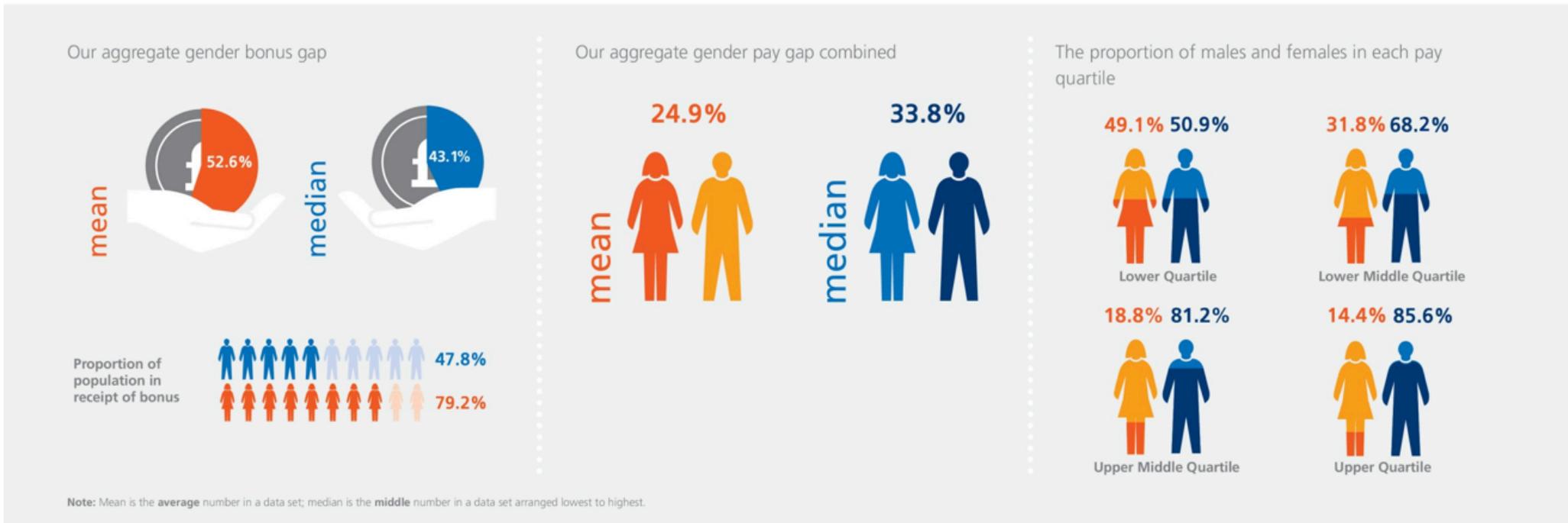
We have made progress across our business and while it is a challenge given the nature of our industry, we remain committed to reducing our gender pay gap further. Our company is going through significant changes, which will have an impact on gender pay in future years.

We also recruit more female apprentices now than previously. Whilst this will increase the diversity of our workforce over the long term, in the short term it has the effect of increasing the gender pay gap as it means bringing in more women on starting salaries.

Year on year we've seen a modest reduction in our gender pay gap – the EDF Energy mean gender pay gap has reduced from 27.5% in 2017 to 24.9% in 2018.

The results below show the aggregate figures for EDF Energy – the full details of our results by employing entity can be found at the end of this document.

We remain committed to increasing the number of women in the upper middle and upper pay quartiles.



Understanding our gender pay gap

We know that our gender pay gap is largely due to the gender mix of our workforce, the shape of our business and the way the electricity sector has evolved over many years.

Along with many other companies in the fields of science, technology, engineering and mathematics (STEM), we simply have fewer female employees. Overall, 30% of our company is made up of female employees, and although we're taking steps to attract, retain and develop women in EDF Energy, this continues to be a significant contributing factor to our gender pay gap.

While we also have fewer women than men in managerial and senior positions, we have seen a slight improvement in the year: 26% of females hold management positions and 17% of our senior leaders are female. Our action plans will continue to drive progress in this area.

EDF Energy is going through significant changes, the majority of which will also have an impact on our people and gender pay in future years. Our existing recruitment policies and succession planning activities will contribute to reducing the gender pay gap in the years to come as the populations of our business areas change.

Our commitment to reducing the gap

Strengthening our gender diversity and broader diversity and inclusion efforts remain a key component of our business strategy.

We are working with a wide range of organisations to raise awareness of the variety of career opportunities available within the energy sector to encourage much greater diversity within the industry.

Our action plans

We've made progress in recent years, but we won't stop there. We have a clear set of actions to help us further close our gender pay gap, which we're implementing across each of our business areas.

We need diversity of all kinds, including gender, and we fully understand the importance of including, encouraging and developing the talents of all employees.

Recruitment and promotion

We continue to place a specific focus on our internal and external recruitment processes, particularly in our early careers recruitment. We're pleased to have maintained the position of 35% of our engineering maintenance apprentices being female, a figure we first achieved in 2017, compared with 21% the previous year.

Career progression

We continue to measure the progression of female employees in our talent assessment and succession plans so that we can closely track appointments and career moves. Currently in our talent pool we have more women as a proportion than we do in our business, strengthening our pipeline of senior female leaders in the future. We have undertaken research to understand any barriers to progression our more senior women face and are using this research to inform our action plans.

Reward practices

We continue to ensure that the way we govern and operate our reward practices are robust enough to eliminate the risk of any unfairness, bias or discrimination. We regularly benchmark our roles against the

market to ensure pay equity. As we said last year, this continues to be a priority for us.

Flexible working

Since we published our 2017 pay gap report we have commissioned research to help us understand more about the needs and wellbeing of our employees who currently work flexibly, as well as research through our Working Parents' Network on the benefits they get from flexible working and how, in the future, business operations can leverage more benefit from flexible working arrangements.

Meeting our targets

In 2016 we introduced a series of gender diversity targets at senior manager, manager and employee levels. Between April 2017 and April 2018 the proportion of women in our Senior Leadership Team rose to 17% from 16% and our managerial female population grew slightly from 25.8 to 26.1 in the same period.

Education and training for managers

We have given training to support our managers as part of our wider diversity and inclusion aspirations, which includes the avoidance of unconscious bias.

Playing a role in our industry

During 2017/18 we continued to partner with gender campaign groups WISE (Women in Science and Engineering) and WIN (Women in Nuclear). We are also founding members of POWERful Women (PfW).

We are determined to help drive awareness and encourage more females to enter our industry, as well as help others develop through individual development plans and the sharing of best practice.

In July 2018 we received reaccreditation for the National Equality Standard, first achieved in 2015 (one of the few companies in the UK to have achieved this). We have also improved in our Gender Equality European and International Standard assessment, to level 3 (the highest level in the scheme), in recognition of the action we have taken and the plans we have in place to improve our gender diversity

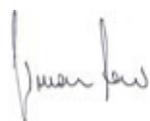
Our business is organised as four business areas, however we are required to report by employing entity as set out below.

Employing Legal Entity	Relevant Employees	Pay gap		Proportion of men/women (M%/F%) in				Difference in bonus payment between male and female (%)		Proportion of men/women receiving bonus pay (M%/F%)
		Mean	Median	lower quartile pay band	lower middle quartile pay band	upper middle quartile pay band	upper quartile pay band	Mean	Median	
EDF Energy Ltd (Corp)	5,749	25.6%	25.4%	41.4%	38.0%	58.8%	70.3%	52.1%	46.4%	92.7%
				58.6%	62.0%	41.2%	29.7%			96.4%
EDF Energy Nuclear Gen Ltd	5,451	17.6%	18.4%	75.7%	87.2%	89.4%	91.2%	64.6%	57.3%	8.8%
				24.3%	12.8%	10.6%	8.8%			18.5%
EDF Energy Customers Ltd	797	-2.5%	-6.7%	93.8%	91.2%	86.6%	91.2%	29.1%	24.1%	94.6%
				6.2%	8.8%	13.4%	8.8%			97.4%
EDF Energy (Energy Branch) Ltd	399	13.4%	18.5%	83.8%	97.0%	98.0%	91.9%	-16.5%	11.6%	99.7%
				16.2%	3.0%	2.0%	8.1%			100.0%
BE Ltd	290	21.4%	16.0%	59.7%	81.9%	77.8%	93.1%	72.5%	74.6%	18.6%
				40.3%	18.1%	22.2%	6.9%			21.9%

Relevant Employees*	Pay gap		Proportion of men/women (M%/F%) in				Difference in bonus payment between male and female (%)		Proportion of men/women receiving bonus pay (M%/F%)	
	Mean	Median	lower quartile pay band	lower middle quartile pay band	upper middle quartile pay band	upper quartile pay band	Mean	Median		
EDF Energy	12,892	24.9%	33.8%	50.9%	68.2%	81.2%	85.6%	52.6%	43.1%	47.8%
				49.1%	31.8%	18.8%	14.4%			79.2%

*This includes a small number of employees working in joint venture companies who are not contracted to any of the five employing entities listed above

We confirm that the information and data provided is accurate and in line with mandatory requirements



Simone Rossi, Chief Executive Officer



Carol McArthur, Chief People Officer