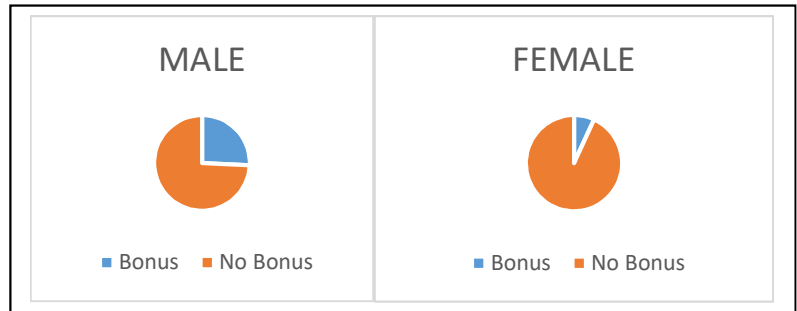


## E.ON Control Solutions Limited – Gender Pay Gap Report 2018

At E.ON Control Solutions Limited we believe in creating a workplace that offers opportunities for both men and women alike. This is not always easy as we operate in the Engineering sector which predominantly attracts males, however, we believe that a truly diverse workplace is the way forward, and something that we need to continue to address and improve.

### Gender Pay & Bonus Gap

	MEAN (average)	MEDIAN (middle)
Gender Pay Gap	48.92%	46.36%
Gender Bonus Gap	95.79%	67.60%

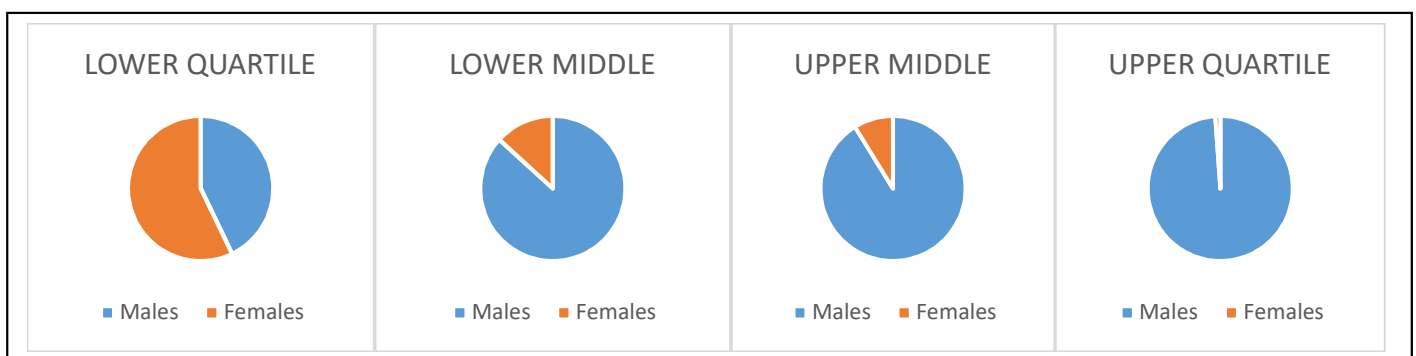


While the gap percentages are higher than average, the workforce in E.ON Control Solutions Limited at the time the data was taken comprised 20% females and 80% males, with males tending to fill specialist and skilled engineering roles and females completing key Administrator/Coordinator roles. Female representation has risen by 2% over the past year.

The bonus figures are heavily distorted by the Company’s Long Term Incentive Plan (LTIP) which was a one-off, 3 year retention plan awarded to key senior management, following the acquisition by E.ON, which has now ended.

### Pay Quartiles

Each quartile contains 91 employees.



While there is an even split between the average earnings of our lower paid employees in the bottom quartile, there is work to be done to have a higher representation of females in the higher-paid roles. However, while we recognise that we have a gap in pay, we ensure there is equivalent pay for similar roles, and are committed to gender pay equality.

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**David Lewis**  
**Managing Director**