

EnerSys Gender Pay Report 2024

As part of the UK Government’s commitment to tackling the gender pay gap, companies with a headcount of 250 or more are required to report and publish their gender pay information annually.

The gender pay gap is the difference in the average pay between all men and all women in the workforce. This is distinct from “equal pay”, which is the pay difference between women and men who carry out the same or similar jobs or work of equal value.

EnerSys is required to report and publish the following information:

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of women and men receiving bonuses
- Proportion of women and men in each quartile of our pay structure.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

It is a measure across all jobs in the organisation, not of the difference in pay between men and women for doing the same job. In April 2024, 88% of our employees were male 12% were female, this is a 1% increase in female representation.

As with all organisations in the UK, EnerSys is required to publish the difference in average hourly pay for all women and all men in our organisation.

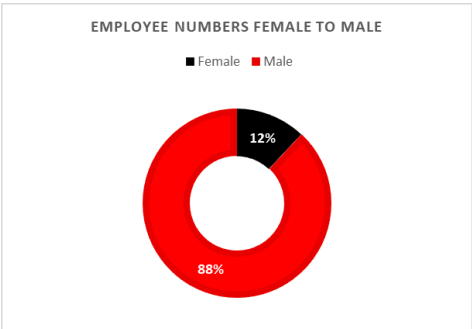
Gender Pay Gap by quartile hourly rate	Mean	Median
	-8.60%	-7.87%

From ONS (Office of National Statistics):
The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among fulltime employees. In 2024, the gap among full-time employees is 7.0%, down from 7.5% in 2023. This is still below the gap of 9.0% before the coronavirus pandemic in 2019.



There is a difference in the average bonus value paid due to the difference in roles and salaries. In EnerSys the Bonus Pay Gap is shown below:

Women’s Bonus Pay (lower than men’s).	Mean	Median
	18.59%	46.04%



Pay Quartiles

EnerSys is also required to show our workforce gender mix in four pay quartiles. In April 2024 12% of our workforce were female and 88% were male. The table below shows the gender distribution across EnerSys UK.



Proportion of Females and Males in each Quartile Band

Our gender pay gap is not a reflection of “equal pay” it is indicative of an industry that has historically employed more men than women. EnerSys continues to work to improve gender balance at every level.

Authorised Signatory

I confirm that the data reported is accurate

Timothy Gibbons
Plant Manger & Director EnerSys Ltd

Note: all figures are for EnerSys Ltd employees only as at the “snapshot” date of 5th April 2024.