

SUMMARY **20
22**

POWERful Women's
**ANNUAL STATE
OF THE NATION**
#PFWSTATEOFTHENATION

Gender Diversity at the top of
the UK Energy Industry 2022

Every year POWERful Women reports on gender diversity at the top of the UK energy industry.

In partnership with PwC UK, we gather and publish statistics on the number of women in board and executive director roles and in the executive pipeline in the top c.80 energy companies, focussing on the most significant employers in the UK energy industry.

"We need better representation at the top and more women in leadership roles to drive towards our goal of clean, home-grown, affordable energy for Britain. I welcome the commitments that energy leaders have made but more needs to be done. I encourage the whole sector to work together and deliver real progress on gender diversity including through initiatives such as the government-backed FTSE Women Leaders Review."

Rt Hon Greg Hands MP, Minister of State for
Energy, Clean Growth and Climate Change

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Company	Number of board members	Number of women board members	% of board seats occupied by women	Number of executive board members	Number of women executive board members	% of executive director seats held by women	% of executive pipeline filled by women
SECTOR AVERAGE			27%			15%	29%
Centrica Plc	8	4	50%	2	1	50%	26%
SSE	12	6	50%	3	0	0%	26%
Shell	12	6	50%	2	1	50%	28%
National Grid Plc	13	6	46%	2	0	0%	41%
Drax Group Plc	9	4	44%	2	0	0%	37%
Engie UK	14	6	43%	1	1	100%	32%
BP Plc	10	4	40%	2	0	0%	43%
Wood Plc	10	4	40%	2	0	0%	23%
GE UK and Ireland*	11	4	36%	1	0	0%	N/A
RWE	20	7	35%	18	7	39%	18%
Exxonmobil	12	4	33%	4	1	25%	N/A
Sellafield	10	3	30%	2	0	0%	29%
Scottish Power	10	3	30%	0	0	0%	37%
Petrofac Ltd	10	3	30%	2	0	0%	26%
E.ON UK Plc	7	2	29%	7	2	29%	31%
Cavendish Nuclear Ltd	15	4	27%	2	0	0%	23%
EDF	11	2	18%	2	0	0%	18%
Western Power Distribution Plc	6	1	17%	4	1	25%	16%
UK Power Networks	9	1	11%	1	0	0%	N/A
Northern Powergrid Plc*	9	1	11%	1	0	0%	N/A
Ineos*	3	0	0%	3	0	0%	N/A
OVO Group	4	0	0%	2	0	0%	46%
Greencoat UK Wind Plc	5	3	60%	2	0	0%	N/A
Pharos Energy Plc	7	4	57%	2	2	100%	46%
The Renewables Infrastructure Group Ltd	6	3	50%	N/A	N/A	0%	N/A
Odfjell Drilling Ltd*	4	2	50%	1	1	100%	N/A
Good Energy Group Plc	7	3	43%	6	1	17%	34%
Chevron	12	5	42%	13	2	15%	45%
Total Energy UK*	5	2	40%	5	2	40%	N/A
Harbour Energy	10	4	40%	2	1	50%	35%
Neptune Energy	5	2	40%	5	2	40%	21%

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SECTOR AVERAGE			27%			15%	29%
DNO North Sea Plc*	5	2	40%	2	0	0%	N/A
Capricorn Energy plc	8	3	38%	2	0	0%	26%
Technipfmc Plc*	9	3	33%	1	0	0%	N/A
Electricity North West	6	2	33%	2	0	0%	33%
James Fisher and Sons Plc	9	3	33%	2	0	0%	33%
ConocoPhillips (U.K.) Holdings Ltd	6	2	33%	6	2	33%	N/A
Hydrodec Group Plc*	3	1	33%	1	0	0%	N/A
Enquest Plc	10	3	30%	2	0	0%	13%
Hurricane Energy Plc*	7	2	29%	2	0	0%	N/A
Hunting Plc*	7	2	29%	2	0	0%	N/A
Orsted UK	11	3	27%	6	1	17%	21%
Uniper	4	1	25%	4	1	25%	21%
Jersey Electricity Plc*	8	2	25%	2	0	0%	N/A
Mainstream Renewable Power	4	1	25%	4	1	25%	40%
Rockhopper Exploration Plc	4	1	25%	1	0	0%	N/A
Valaris Plc (ENCO offshore)*	9	2	22%	1	0	0%	N/A
Scotland Gas Networks Plc*	9	2	22%	3	1	33%	N/A
Tullow Oil Plc	9	2	22%	2	0	0%	41%
Utility Warehouse (Telecom Plus)*	10	2	20%	4	0	0%	N/A
Cadogan Petroleum Plc*	5	1	20%	1	0	0%	N/A
IOG Plc	5	1	20%	2	0	0%	6%
Nostrum Oil & Gas	5	1	20%	3	0	0%	21%
Genel Energy Plc*	11	2	18%	2	0	0%	N/A
Igas Energy Plc	6	1	17%	1	0	0%	16%
SDX Energy Plc	6	1	17%	2	0	0%	21%
Velocys*	12	2	17%	2	0	0%	N/A
Subsea7 S.A	7	1	14%	N/A	N/A	0%	37%
Getech Group Plc*	7	1	14%	3	0	0%	N/A
Awilco Drilling Plc*	8	1	13%	1	0	0%	N/A
Serica Energy Plc	9	1	11%	3	0	0%	28%

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SECTOR AVERAGE			27%			15%	29%
Utilita	2	0	0%	8	1	13%	35%
Octopus Energy	9	0	0%	3	0	0%	46%
Repsol Sinopec Resources UK Limited*	5	0	0%	5	0	0%	N/A
Gazprom Marketing and Trading*	2	0	0%	2	0	0%	N/A
Veolia Energy & Utility Services UK Plc*	3	0	0%	3	0	0%	N/A
Intergen UK*	5	0	0%	2	0	0%	N/A
Victoria Oil & Gas Plc*	4	0	0%	2	0	0%	N/A
Yü Group*	5	0	0%	2	0	0%	N/A
Pressure Technologies*	5	0	0%	1	0	0%	N/A
BPC (now Challenger Energy)*	5	0	0%	1	0	0%	N/A
Harland & Wolff Holdings*	4	0	0%	2	0	0%	N/A
President Energy Plc*	5	0	0%	2	0	0%	N/A
Vivopower International Plc*	6	0	0%	1	0	0%	N/A
Hague and London Oil Plc*	3	0	0%	1	0	0%	N/A
Sound Energy Plc*	5	0	0%	2	0	0%	N/A
JKX Oil & Gas Plc*	5	0	0%	2	0	0%	N/A
The Parkmead Group Plc*	4	0	0%	2	0	0%	N/A

Notes:

1. 'Executive pipeline' is combined Executive Committee and their direct reports (ie two levels below the Board).
2. 'N/A' is data not available.
3. Companies have non-standard executive structures but are included on best efforts basis.
4. Data correct as of April 2022 and sourced directly from the company, except those marked with an asterisk, which were sourced from publicly-available information.
5. Companies listed are significant employers in the UK energy sector.

Companies highlighted in dark grey on the top-left side are the largest employers listed, making up an estimated 75%+ of those directly employed in the sector as per BEIS snapshot 2021 employee data.

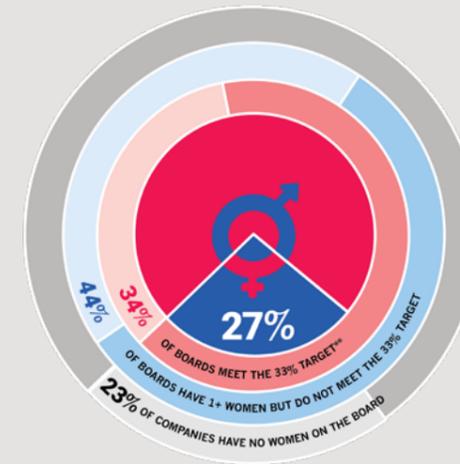
Green - the company figures meet the Davies/Hampton-Alexander 33% by 2020 target for women on boards and/or the PFW 30% by 2030 target for women in executive director positions.

Amber - the company has at least one woman on their board and/or one female executive director but does not meet the above targets.

Red - the company has no women on the boards and/or no female executive directors.

NUMBER OF WOMEN ON BOARDS AND IN EXECUTIVE DIRECTOR ROLES IN 2022:

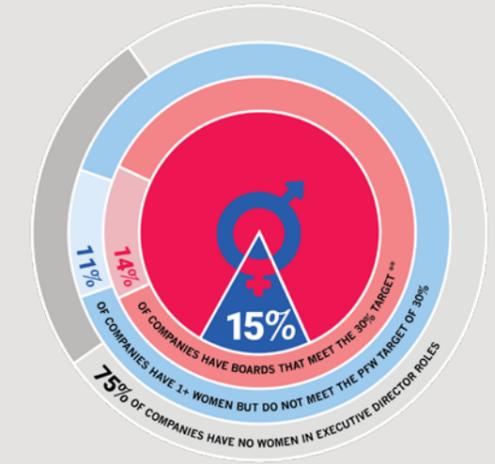
WOMEN ON BOARDS
in the top UK energy companies*



Only 27% of all board seats (executive and non-executive) in the sector are occupied by women

*Top 80 significant employers in the UK energy sector, as of April 2022
** Davies/Hampton-Alexander FTSE target of 33% by 2020

WOMEN IN EXECUTIVE DIRECTOR ROLES
in the top UK energy companies*



Only 15% of executive director roles in the sector are occupied by women

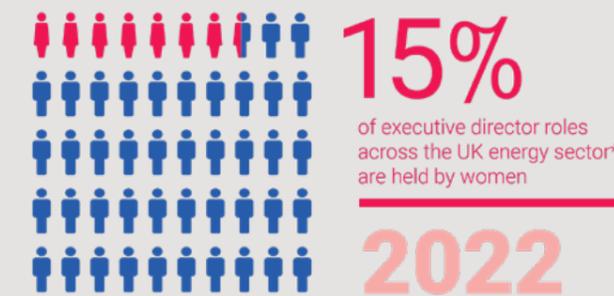
*Top 80 significant employers in the UK energy sector, as of April 2022
** POWERFUL Women target of 30% by 2030

WOMEN AT THE TOP

In 2022, only 27% of board seats and 15% of executive director positions are held by women.



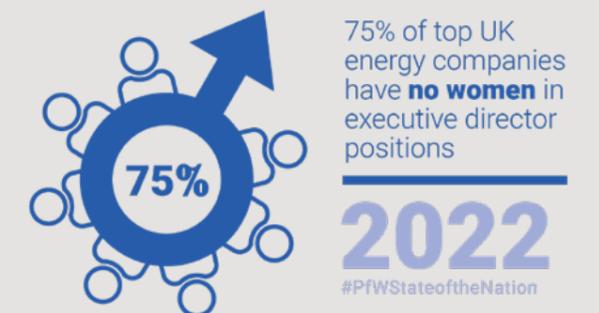
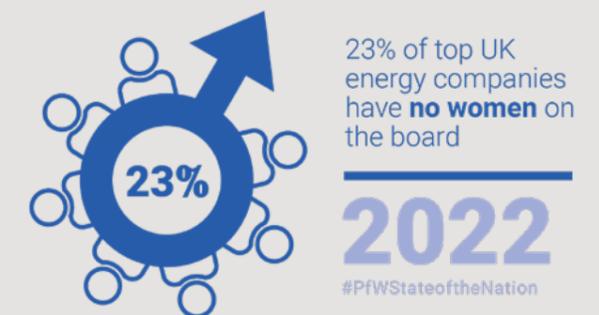
*top 80 significant employers



*top 80 significant employers

ALL MALE BOARDS

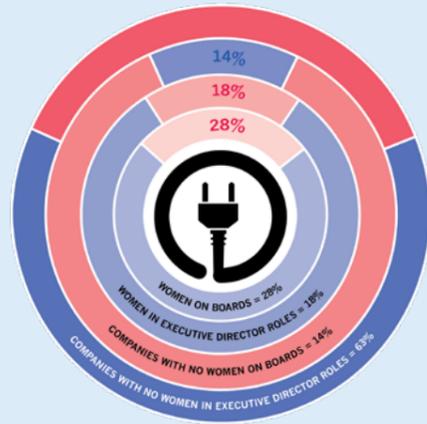
In 2022 18 companies (23% of the most significant employers in the sector) have no women on their boards and 60 companies (75%) have no female executive directors



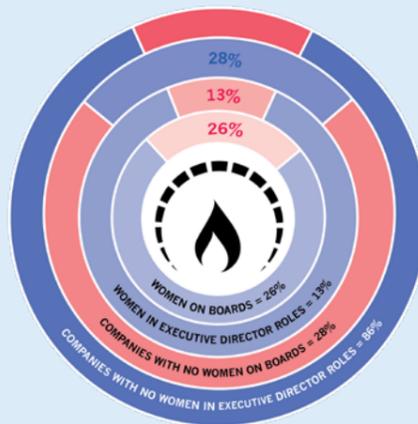
SECTOR BREAKDOWN

We have broken the energy sector data down to the Power & Utilities and the Oil & Gas sectors. Power & Utilities performs better than Oil & Gas or the energy sector as a whole for both women in board roles and in executive director positions.

Women in Power & Utilities



Women in Oil & Gas



“While we have seen a modest but welcome increase in the number of women on boards in the largest employers of the UK energy industry, we are disappointed that the number of women in executive director roles has risen by just one per cent to only 15%, which is glacial progress.

We require a step change on gender diversity in UK energy as we strive to reach net zero. The current triple energy crisis – of price, security and climate change – does not reduce or excuse the importance of diversity. Indeed, the solution to addressing all three can only be reached by having an energy sector truly representative of society on every dimension, and providing innovation, leadership and business success for the energy transition.”

Katie Jackson,
Chair of POWERful Women

“This annual analysis holds the industry to account for its transparency and success in offering a secure and sustainable pipeline of female talent. While there are some encouraging signs in the data, it’s clear the industry still has a long way to go on diversity.

Firms have shown their agility in responding to a wealth of challenges from decarbonisation to more recent issues such as the Ukraine war and the cost of living crisis. If they are to achieve the 2030 targets, it’s vital they harness this speed and dexterity to drive more female talent into each sector and recognise the benefits and skills a diverse workforce and leadership team can provide.”

Elisabeth Hunt, PwC Energy & Infrastructure Deals Tax Partner

Why report gender diversity data?

- 1 Publication of the annual statistics is an important part of POWERful Women’s campaigning and reporting work.
- 2 Gathering, monitoring and reporting data provides transparency and drives tangible progress towards diversity targets - “what gets measured gets managed”
- 3 This exercise is part of the constructive support PwC provides to UK energy companies, such as the Energy Leaders’ Coalition, in setting clear expectations and encouraging ambition and action.

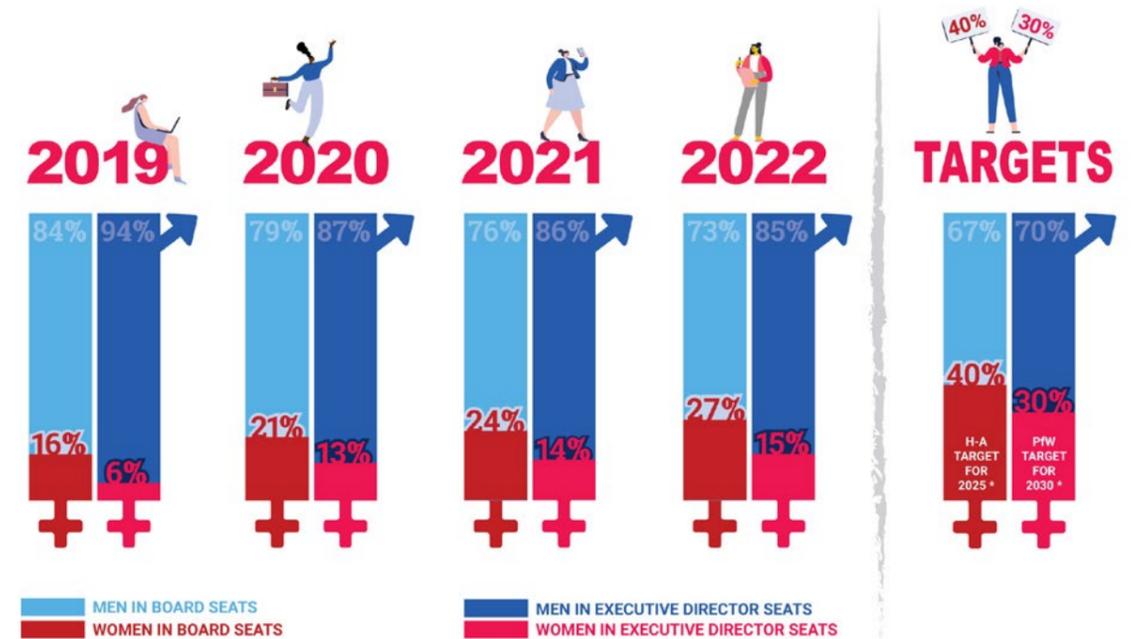
EXECUTIVE PIPELINE

29% Women in the executive pipeline



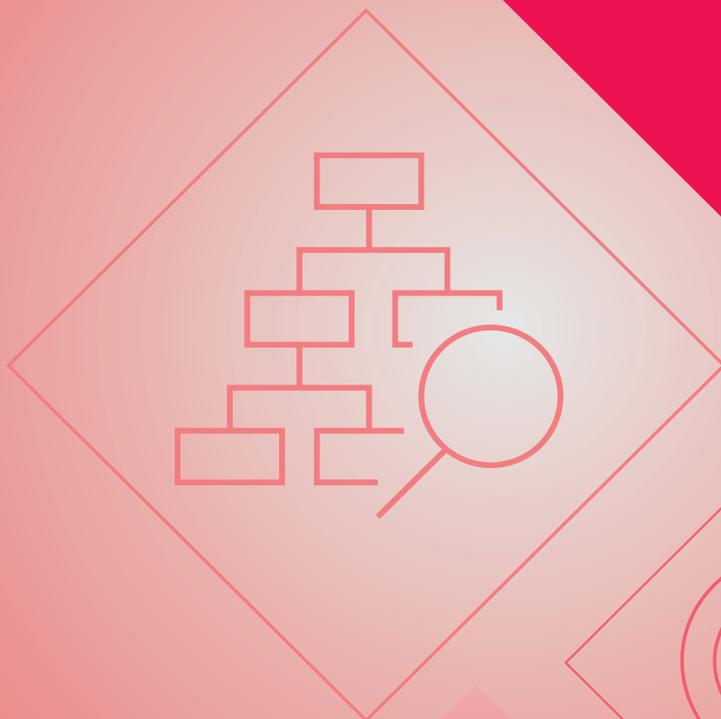
For the first time this year, we are publishing ‘executive pipeline’ data from all companies (where available). This has revealed some positive news – women make up 29% of roles in two levels below the board, in executive committees and their direct reports.

We are pleased to see women coming through the pipeline to senior positions. As POWERful Women and Bain & Company’s recent report on middle management showed, we need more focus on cultivating female talent, removing mid-career barriers, ensuring consistent application of diversity policies and creating a more supportive culture.



* NB H-A = Hampton-Alexander | PwC = POWERful Women

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To find out more on how POWERful Women's work and how we can help you advance gender diversity in your organisation, contact:

✉ info@powerfulwomen.org.uk

🌐 www.powerfulwomen.org.uk

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