

SUMMARY **2023**

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

Female representation at the top Of the UK Energy Industry 2023

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

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

"I passionately believe that we need women in leadership roles to drive towards our goal of securing cheap, clean energy that Britain needs to prosper. As both a woman and Minister for Energy Consumers and Affordability, I am committed to ensuring that all people, including women, are at the heart of all that we do."

Amanda Solloway MP,
Minister for Energy Consumers and Affordability

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Company	Number of board members (non-exec & exec)	Number of female board members	% of board seats occupied by women	Number of executive board members	Number of female executive board members	% of executive board seats held by women
SECTOR AVERAGE			29%			16%
CENTRICA PLC	9	4	44%	2	1	50%
bp Plc	13	6	46%	2	0	0%
NATIONAL GRID PLC	12	5	42%	2	0	0%
SSE	13	6	46%	3	0	0%
EDF	10	2	20%	2	0	0%
Sellafield	9	1	11%	2	0	0%
Ineos*	3	0	0%	3	0	0%
E.ON UK PLC	7	2	29%	7	2	29%
GE UK and Ireland*	4	1	25%	2	0	0%
WESTERN POWER DISTRIBUTION PLC	7	3	43%	3	1	33%
Wood plc	9	4	44%	2	0	0%
Scottish Power	9	2	22%	1	0	0%
Shell	11	6	55%	2	1	50%
UK Power Networks	13	0	0%	13	0	0%
VALARIS PLC*	8	2	25%	1	0	0%
Ovo Group	4	0	0%	4	1	25%
SCOTLAND GAS NETWORKS PLC	10	3	30%	0	0	0%
Octopus Energy	9	0	0%	6	2	33%
NORTHERN POWERGRID PLC*	5	0	0%	3	0	0%
RWE	19	7	37%	N/A	N/A	N/A
James Fisher and Sons Plc*	8	3	38%	2	0	0%
PETROFAC LTD*	9	3	33%	2	0	0%
DRAX GROUP PLC	9	4	44%	3	0	0%
TECHNIPFMC PLC*	10	4	40%	2	1	50%
Electricity North West	11	2	18%	2	0	0%
Exxonmobil	13	4	31%	1	0	0%
TotalEnergies	14	6	43%	1	0	0%
Subsea7	7	2	29%	1	0	0%
Utilita	3	0	0%	N/A	N/A	N/A
Utility Warehouse (Telecom Plus)*	9	3	33%	3	0	0%
Cavendish Nuclear Ltd	12	2	17%	2	0	0%

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SECTOR AVERAGE			29%			16%
DNO NORTH SEA PLC*	4	2	50%	1	0	0%
Orsted UK	12	6	50%	8	3	38%
Harbour Energy	9	3	33%	2	1	50%
Odfjell Drilling Ltd*	3	1	33%	2	1	50%
Uniper	4	1	25%	4	1	25%
Engie UK	15	8	53%	1	1	100%
The Renewables Infrastructure Group Ltd	6	3	50%	0	0	0%
RES Group	10	3	30%	3	3	100%
ENQUEST PLC	10	3	30%	2	0	0%
Chevron	13	6	46%	1	0	0%
SO Energy	7	2	29%	4	1	25%
JERSEY ELECTRICITY PLC*	8	3	38%	2	0	0%
VEOLIA ENERGY & UTILITY SERVICES UK PLC*	5	3	60%	4	2	50%
GOOD ENERGY GROUP PLC	6	2	33%	2	0	0%
Statkraft*	9	4	44%	0	0	0%
SEFE (Gazprom Marketing and Trading)*	3	0	0%	3	0	0%
Neptune Energy	5	2	40%	5	2	40%
Pressure technologies*	5	0	0%	2	0	0%
SERICA ENERGY PLC	11	1	9%	2	0	0%
Yü Group*	5	0	0%	2	0	0%
TULLOW OIL PLC	9	2	22%	2	0	0%
Capricorn Energy plc	8	2	25%	1	0	0%
IGAS ENERGY PLC	4	2	50%	2	1	50%
GENEL ENERGY PLC*	6	1	17%	1	0	0%
VICTORIA OIL & GAS PLC	4	0	0%	2	0	0%
Repsol Sinopec Resources UK Limited	5	0	0%	4	0	0%
CADOGAN PETROLEUM PLC*	5	1	20%	1	0	0%
Intergen UK *	3	0	0%	2	0	0%
PHAROS ENERGY PLC*	6	4	67%	2	2	100%
PRESIDENT ENERGY PLC*	4	0	0%	2	0	0%
SDX ENERGY PLC*	9	2	22%	1	0	0%

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SECTOR AVERAGE			29%			16%
GETECH GROUP PLC*	7	1	14%	3	0	0%
BPC (formally Columbus Energy) Now Challenger Energy*	4	0	0%	1	0	0%
JKX OIL & GAS PLC*	4	1	25%	1	0	0%
Harland & Wolff Holdings (formally INFRASTRATA PLC)*	5	1	20%	2	0	0%
AWILCO DRILLING PLC*	5	1	20%	0	0	0%
Mainstream Renewable Power*	6	1	17%	1	0	0%
HYDRODEC GROUP PLC*	N/A	N/A	N/A	0	0	0%
Velocys	6	1	17%	2	0	0%
Hunting plc*	7	3	43%	2	0	0%
SOUND ENERGY PLC*	5	0	0%	2	0	0%
Greencoat UK Wind Plc	5	3	60%	3	1	33%
Independent Oil & Gas*	5	1	20%	2	0	0%
HURRICANE ENERGY PLC*	8	1	13%	2	0	0%
VIVOPOWER INTERNATIONAL PLC*	5	1	20%	1	0	0%
THE PARKMEAD GROUP PLC*	4	0	0%	2	0	0%
ROCKHOPPER EXPLORATION PLC*	4	1	25%	1	0	0%
ConocoPhillips (U.K.) Holdings Ltd*	N/A	N/A	N/A	0	0	0%
Hague and London Oil Plc*	3	0	0%	1	0	0%

Notes:

1. 'N/A' is data not available.
2. Companies have non-standard executive structures but are included on best efforts basis.
3. Data is correct as of April 2023 and sourced directly from the company, except those marked with an asterisk, which were sourced from publicly-available information only.
4. Companies listed are significant employers in the UK energy sector, estimated to comprise in total more than around 190,000 employees, and are in approximate order of workforce size.
5. For the board seats columns, progress has been rated against the FTSE Women Leaders Review target of 40% for women on boards:

Green - the company figures meet the FTSE Women Leaders Review target of 40% by 2025

Amber - the company has at least one woman on the board but does not meet the target.

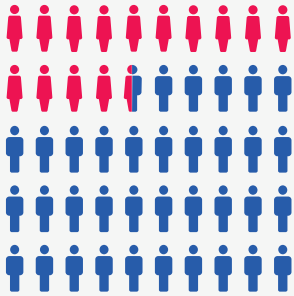
Red - the company has no women on the board.



WOMEN ON BOARDS

In 2023, 29% of board seats in the UK energy sector are held by women. And of these, women are in just 16% of executive board director roles.

There are still 17 companies (21% of the top 80) with no women on the board.



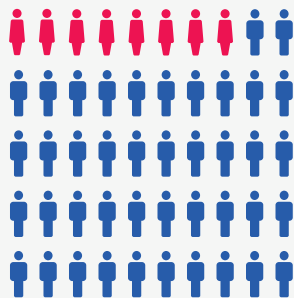
29%

of board seats across the UK energy sector* are held by women

2023

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*top 80 significant employers



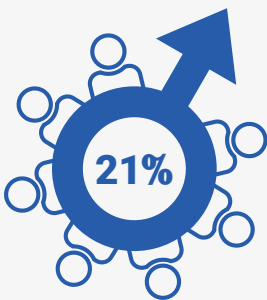
16%

16% of executive board seats in the UK energy sector* are held by women

2023

#PFWStateoftheNation

*top 80 significant employers



21% of top UK energy companies have **no women** on the board

2023

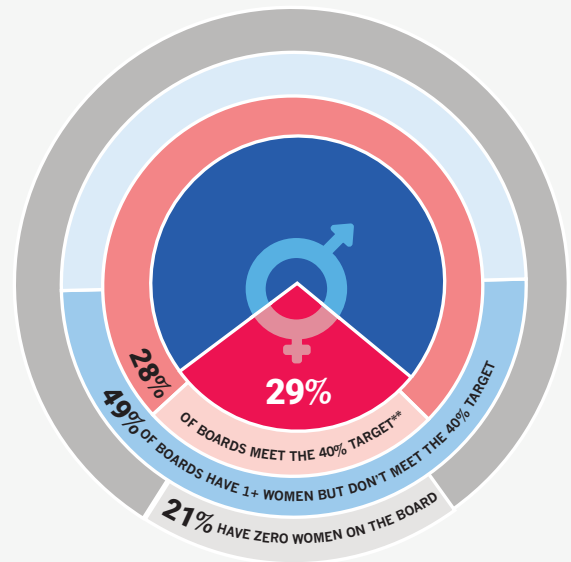
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PROGRESS TO TARGETS

In 2023, 22 energy companies (28% of the top 80) have already met the FTSE Women Leaders Review target of 40% women on boards by 2025.

However, the energy sector as a whole lags behind the FTSE 350, which met its 40% target last year, three years early.

WOMEN ON BOARDS in the top UK energy companies*



29% 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 2023
** FTSE Women Leaders Review target of 40% by 2025



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 PFW provides to UK energy companies, such as the [Energy Leaders' Coalition](#), in setting clear expectations and encouraging ambition and action.

EXECUTIVE PIPELINE

In line with POWERful Women’s new target to see women in 40% of leadership and middle management roles by 2030, we have this year asked companies to provide us with their data on women in:

- ♦ leadership roles (defined as executive committee and their direct reports, in line with the FTSE Women Leaders Review); and
- ♦ middle management roles (defined as two further levels below this, as agreed with members of our Energy Leaders’ Coalition)

While only 34 and 27 of the 80 companies were able to provide us with the above (respectively), those who did respond represent by far the majority of the large energy employers in the UK, between them representing over 140,000 people and nearly 75% of the total energy workforce.

While this suggests ongoing challenges with diversity data gathering and reporting at levels below the board, it paints a valuable and positive picture on progress towards PfW’s 40% target for female representation at senior and middle management levels in the energy sector.

We will continue to focus on this in the coming year and hope to report more complete data in 2024.



Women make up 31% of leadership roles in the UK energy sector**



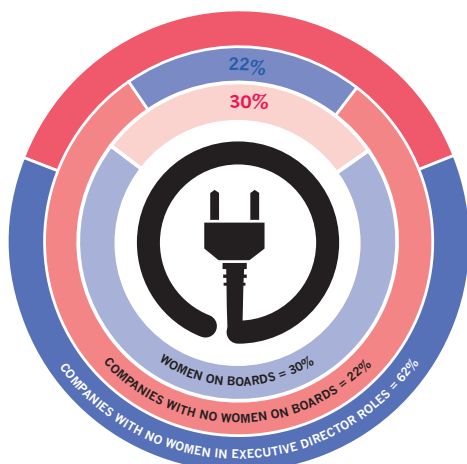
Women make up 32% of middle management roles in the UK energy sector****

- * Defined as executive committee and their direct reports
- ** Data provided by 34 out of 80 companies surveyed, representing nearly 75% of the UK energy workforce (more than 140,000 employees).
- *** Defined as one and two levels down from 'leadership' (as above)
- **** Data provided by 27 out of 80 companies surveyed, representing nearly 65% of the UK energy workforce (more than 120,000 employees).

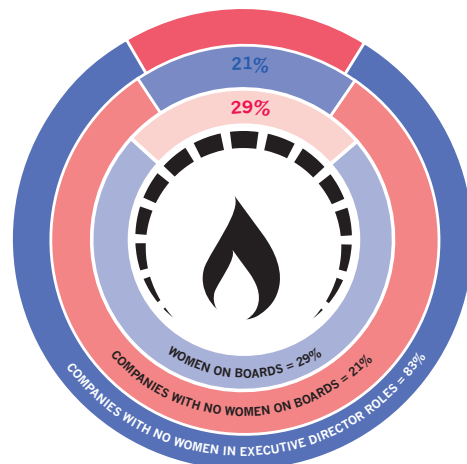
SECTOR BREAKDOWN

We have broken the energy sector data down to the Power & Utilities and the Oil & Gas sectors. Power & Utilities performs slightly better than Oil & Gas or the energy sector as a whole for women on boards.

Women in Power & Utilities



Women in Oil & Gas



THE NEED FOR A STEP CHANGE



“The largest energy employers are making positive headway when it comes to gender diversity in leadership and middle management, for which they should be congratulated. But it is disappointing that we have once again seen only an incremental rise in the number of women in the key decision-making roles on energy company boards.

At this critical time when the energy system is changing, companies need to change too. The industry needs much better diversity so that it has the innovation and leadership for a successful energy transition and is representative of the consumers it serves.”

Katie Jackson,
Chair of POWERful Women



“The energy transition brings with it a need to grow the energy sector’s workforce and with it, attract diverse and varied skill sets. Female leaders have a key role to play here, particularly in making sure that the sector appeals to future generations of women and girls.

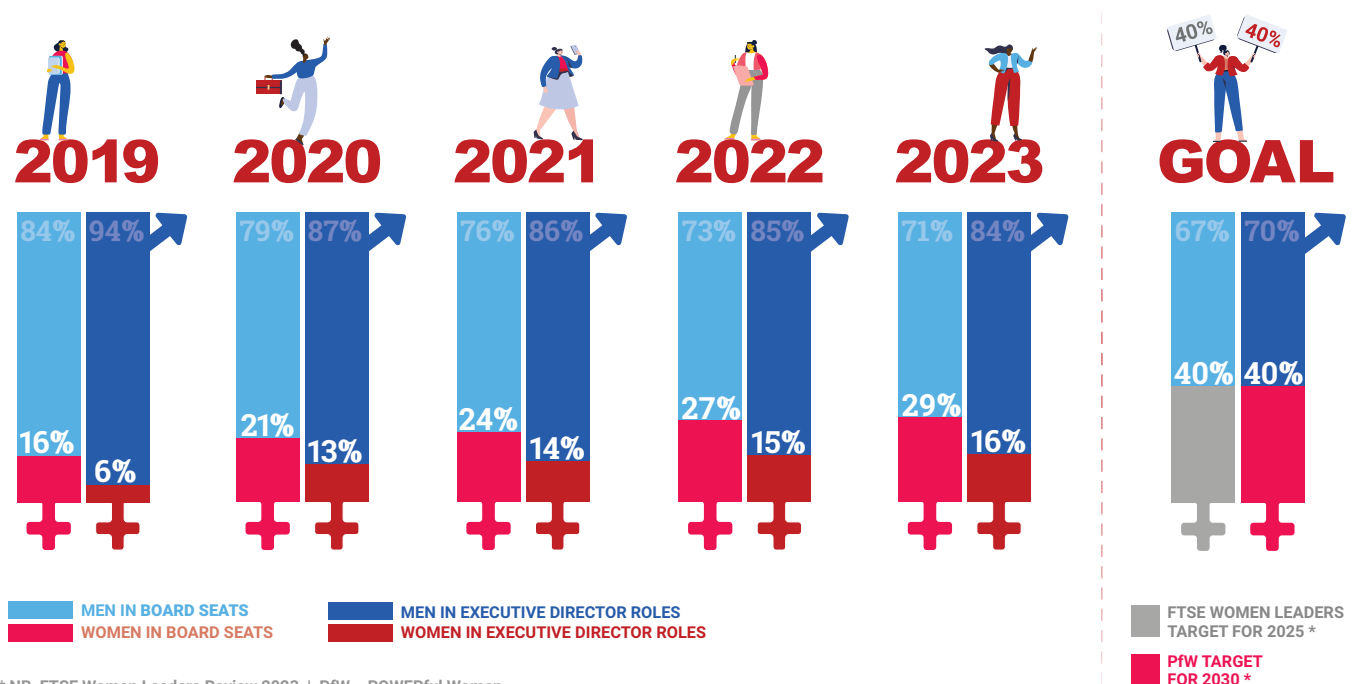
“A fundamental shift in tone is needed to attract these future generations to roles in the sector and everyone in the industry has a responsibility alongside educational institutions in setting that tone.”

Elisabeth Hunt,
Energy & Infrastructure
Tax Deals Leader, PwC



YEAR ON YEAR PROGRESS - A SLOW CLIMB

This shows the progress in female representation in energy when it comes to board roles, including executive director board positions, something we have been measuring since 2015. Next year we will begin showing annual progress towards our new 40% target for women in middle management and leadership positions.



* NB FTSE Women Leaders Review 2023 | PFW = 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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