

## Gender Pay Gap Report - 2022

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### 1. Declaration

The data for this publication is based on the April 2022 payroll, and payroll data for the period 6<sup>th</sup> April 2021 to 5<sup>th</sup> April 2022.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed  (Gaenor Prest, Chief People Officer)

### 2. Sellafield Ltd.'s Gender Pay Gap Results

This year, the mean gender pay gap has fallen again, to its lowest level since reporting began, and the distribution of females across each of the pay quartiles shows positive movement. The data for this year and previous years is as follows:

		2018		2019		2020		2021		2022	
1	Mean Gender Pay Gap	13.71%		13.26%		13.61%		12.66%		12.28%	
2	Median Gender Pay Gap	11.38%		11.52%		11.52%		11.22%		11.32%	
3	Mean Gender Bonus Gap	13.70%		16.45%		19.95%		14.67%		13.57%	
4	Median Gender Bonus Gap	0%		0%		0%		0%		0%	
5	Proportion of each gender receiving bonus	99.9% both genders		98.4% male 98.3% female		96.9% male 95.5% female		97.0% male 95.2% female		94.7% male 92.6% female	
6	Gender as proportion of pay quartiles:	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Upper	86%	14%	85%	15%	84%	16%	84%	16%	82%	18%
	Upper Middle	83%	17%	82%	18%	82%	18%	81%	19%	80%	20%
	Lower Middle	75%	25%	74%	26%	71%	29%	71%	29%	68%	32%
	Lower	54%	46%	54%	46%	54%	46%	54%	46%	55%	45%
	Total distribution	74%	26%	74%	26%	73%	27%	72%	28%	71%	29%

Sellafield Ltd has a constant focus on gender equality, covering all aspects of the employee life cycle. The Executive Committee has sponsored a Gender Balance Improvement Plan which aims to embed a positive change in gender balance and meet the Nuclear Sector Deal target of 40% women in nuclear by 2030. Our recruitment is dominated by apprentices and graduates, and in 2022/23 so far, 36% of our recruitment intake has been female.