



Our Gender Gap Statement

February 2020



Having a diverse workforce is key to high performance here at Genesis. It is vital to bringing fresh perspectives to decision-making and developing the innovative solutions our customers demand.

We are passionate about creating a diverse, inclusive and empowering place to work where everyone can be themselves, where trust and transparency helps us all to continuously learn, grow and adapt for whatever our future brings.

In 2017 Genesis launched 'Minding the Gap', a programme to create transparency about gender pay and to drive change. There are three factors that make up our gender gap statement - the Pay Equity Gap, Leadership Progression Gap and the Total Gender Gap. These are covered in more detail on page 2.

Since 2017 Genesis has reduced inequity of base pay for males and females doing 'equal value' work from 3.8% to 1.1%.

In November 2019 Genesis received the YWCA's GenderTick accreditation, further demonstrating Genesis' commitment to gender equality in the workplace.

We commit to a 40:40:20 gender split (40% male, 40% female, 20% either gender) across the entire workforce. Already, this strategic focus has seen Genesis achieve female representation in the workforce at 44% with 41% of its senior leaders as female.

However, a large proportion of STEM roles (science, technology, engineering and maths) at Genesis are held by men. This is particularly evident in engineering roles. Conversely, a large proportion of customer service roles are held by women. This means when looking at the average pay of males and females across the organisation, Genesis has a Total Gender Gap of 41.4%. While this is representative of our industry, the 'Minding the Gap' programme is also focused on reducing this imbalance.

Our aim is to look for ways we can improve our ability to attract, develop and retain females in STEM roles where we have a high imbalance. This ensures we go beyond assuring our people are paid fairly for their valuable contributions to Genesis' success, to working with our people to create more opportunities for both genders in a range of career types.



"Understanding what really drives the Gender Gap is the first step towards developing actions to address it, which will ultimately create more equitable opportunities for women and men."

Marc England
Genesis CEO, Champion for Change

What makes up the Gender Gap Reporting for Genesis?

Pay Equity Gap

The Pay Equity Gap measures whether males and females at Genesis are paid the same for performing 'equal value' work. We use the Hay Job Evaluation methodology to standardise our approach to job sizing and reward. Then we audit our pay every six months to look for any gaps by grouping the data and analysing it. It's important we do this regularly as people join the organisation all year around.

In 2020 we now measure equal value of work using total pay so we can include potential earnings between males and females. Our first measure of this median gap is 1.7% which we need to analyse thoroughly to be comfortable there are no unexplainable reasons for the difference when including total pay elements such as bonuses or car allowances.

Leadership Progression Gap - supporting females to advance

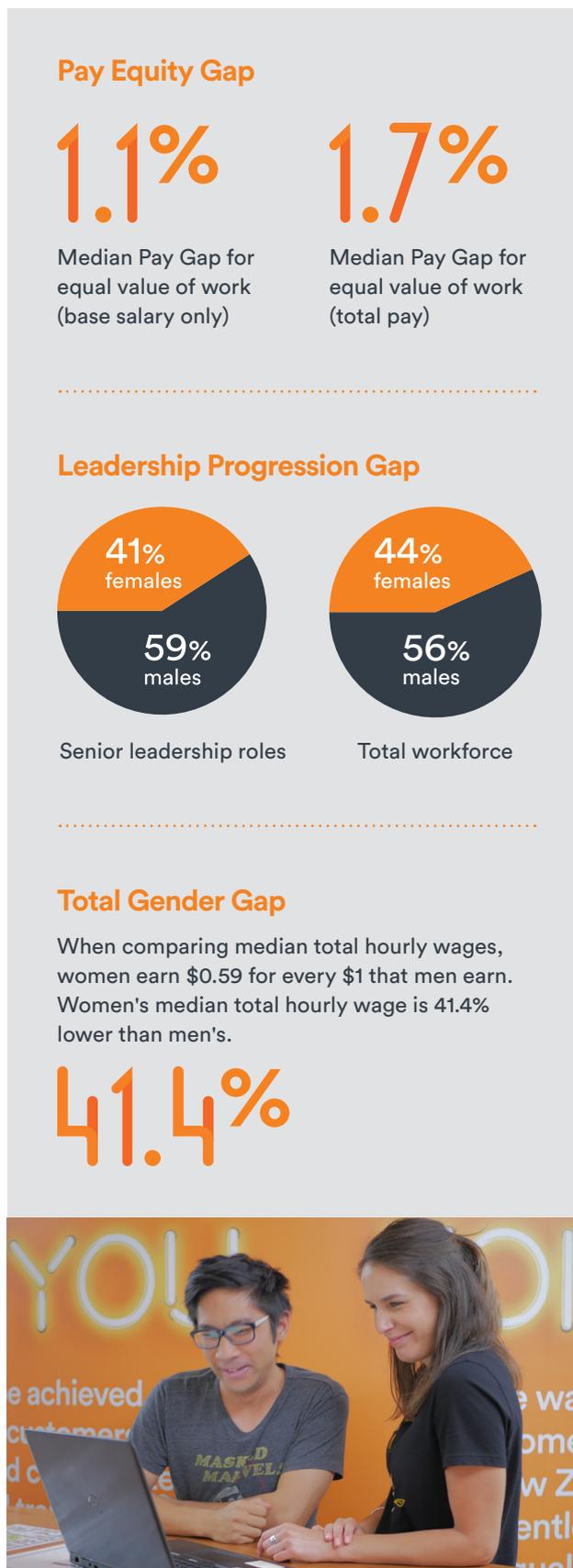
The Leadership Progression Gap measures the progress we're making in advancing females into senior leadership roles by calculating our leadership balance. We count the number of males and females in our most senior positions. 41% of people in our most senior positions are female.

Supporting females to progress and advance at Genesis is an important focus of our programme of work. Recent talent programmes have accelerated senior females into new and larger roles for their continued careers. Enhanced parental leave rights exercised by both genders, flexible work and leave policies and wellbeing programmes have all been put in place to help women flourish into leadership positions. Since the introduction of such policies we have more than doubled the return to work rates and our efforts to help women flourish has had knock-on effects for our men too.

Total Gender Gap

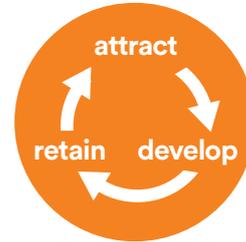
The Total Gender Gap is a measure of the median pay between males and females regardless of the nature of work across our organisation. For Genesis our Total Gender Gap as measured by the difference in median pay between all males and females is 41.4%.

This Total Gender Gap is not due to any inequity in pay. It is driven by a greater proportion of men in roles such as engineering, technology and LPG delivery and a larger number of women who work in customer service and administration roles.



What we're doing to close our Gender Gap

Closing the Total Gender Gap will take time and require a concerted effort across a number of sectors. We are doing a range of things to better attract, develop and retain females as part of our Diversity and Inclusion plans which we believe, over time, will reduce our total gender gap.



Pay Equity Gap	<p>We measure and closely monitor our gender pay information and focus on inclusion in our recruiting practices.</p> <ul style="list-style-type: none"> • Since 2017 we have reported our gender pay information as part of our diversity, inclusion and talent updates to Genesis' Human Resources and Remuneration Committee throughout the year. • In 2018 we changed our recruitment practices - eliminating questions that ask for previous salary information and we began to review all adverts to ensure inclusive language is followed. • Our recruitment team are skilled at challenging and coaching hiring managers when they notice unconscious bias may be influencing recruitment decisions.
Leadership Progression Gap	<p>We're building an inclusive environment for everyone to succeed and for females to advance.</p> <ul style="list-style-type: none"> • We drive development for senior female leaders with access to external learning programmes and internal mobility options. • In July 2018 Genesis updated its parental leave policy to better support new parents regardless of gender. Genesis tops up paid parental leave for primary caregivers for 12 weeks, has a 4 week ease back to work period of full pay/reduced hours and provides two weeks paid partner leave. • Our flexible working and flexible leave policies updated in 2018 ensure everyone has access to the support and options they need to balance work with their non work commitments. • Hiring managers of senior leaders have to work with gender balanced shortlists.
Total Gender Gap	<p>We're inspiring more girls to take up STEM (science, technology, engineering and maths) subjects in education and looking at ways to be more women-friendly in our operational areas with little gender balance.</p> <ul style="list-style-type: none"> • We collaborate with other businesses and key professionals in "Power for Women" to grow the number of interested girls to succeed in a career in energy. • The Genesis School-gen programme is aimed at encouraging the uptake of STEM subjects in schools and, with the help of our customers, we're getting STEM equipment into the hands of young New Zealanders. • The Women In Operations network involves more than 50 females all in our operational areas to come together and expand their personal development by providing access to cross functional mentoring, role models and practical learning.

Executive Commitments

Having a diverse workforce is key to high performance here at Genesis. The Genesis Executive team will continue to report our Gender Pay Gap information every six months, strive to identify pathways for women to transition into STEM careers, and support women at Genesis in their development.

Each of us will seek opportunities to promote and support women in our business unit, ensuring we are applying an inclusive lens to activities underway. We will identify and take opportunities to talk in schools and universities about STEM careers.

