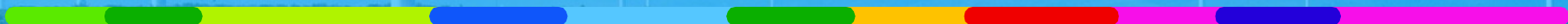




2018 Gender Pay Report

ENGIE UK



Who we are

ENGIE is a leading energy and services company and our UK Business Unit (“ENGIE UK”) is focused on three key activities: production and supply of energy, facilities management and regeneration.

We enable customers to embrace a lower carbon, more efficient and increasingly digital world. Our customers benefit from our energy efficient and smart building solutions, the provision of effective and innovative services, the transformation of neighbourhoods through regeneration projects, and the supply of reliable, flexible and renewable energy. ENGIE UK improves lives through better living and working environments.

What we have to report

Legislation came into force in 2017 that requires companies with more than 250 employees to publish data about their gender pay gap.

The following calculations must be shown:

- The median and mean gender pay gap
- The median and mean bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band

Median and mean are both types of average. The median is the middle value if you place all the numbers you are looking at in order. The mean is the total of all the numbers, divided by how many numbers there are.

The quartile pay bands are calculated by putting everyone’s salary in order from the highest paid to the lowest. That list is then cut into four equal parts and the percentage of men and women in each part is then shown.



Equal pay vs gender pay

Equal pay means that men and women in the same employment performing equal work must receive equal pay. It has been unlawful since 1970 for employers in the UK to pay men and women differently for doing the same or a broadly similar job. However, when looking at the gender pay gap there are many other reasons why, on average, levels of pay differ among men and women. For example, we are aware that in the STEM (science, technology, engineering and mathematics) industries, women only make up a fifth of the work force.

Having reviewed our results, ENGIE UK is comfortable that we do not have an equal pay issue, although we recognise that there is work for us to do to try and reduce our gender pay gap.

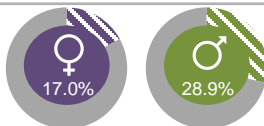


Headline gender pay figures for ENGIE UK

The table below shows ENGIE UK's overall median and mean gender pay and bonus gap between females and males based on average hourly rates of pay as at the snapshot date of 5 April 2018, and bonuses paid in the year to 5 April 2018.

	Median	Mean
Gender pay gap	31.5%	27.4%
Gender bonus gap	2.3%	34.9%

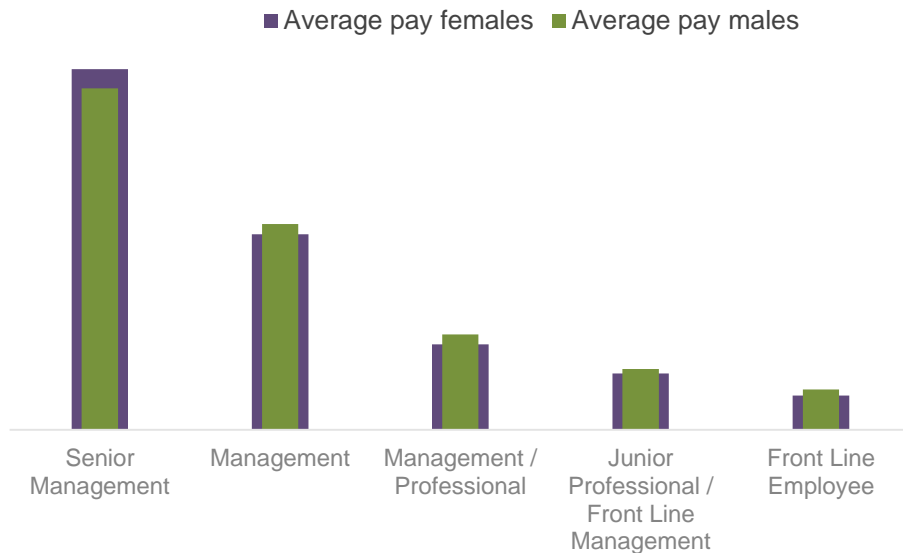
The proportion of males and females receiving a bonus payment



Proportion of females in each quartile band

Quartile	Female	Male
Upper	19%	81%
Upper middle	21%	79%
Lower middle	38%	62%
Lower	58%	42%

Average pay by employee level and gender



Under the Regulations we are required to report our gender pay gap data for each separate legal entity that has at least 250 employees and therefore we have reported data for ENGIE Buildings LTD, ENGIE FM LTD, ENGIE Power LTD, ENGIE Services LTD, ENGIE Regeneration LTD and International Power LTD. We think it is important to consider the picture for all employees so we have combined the information from all our entities, including Colledge Trundle & Hall LTD, Covion LTD, Ecova, inc. LTD, ENGIE Renewables LTD, ENGIE Urban Energy LTD, QWest Services, First Hydro Company and IPM Energy LTD to show ENGIE UK as a whole.

Understanding our gap (1)

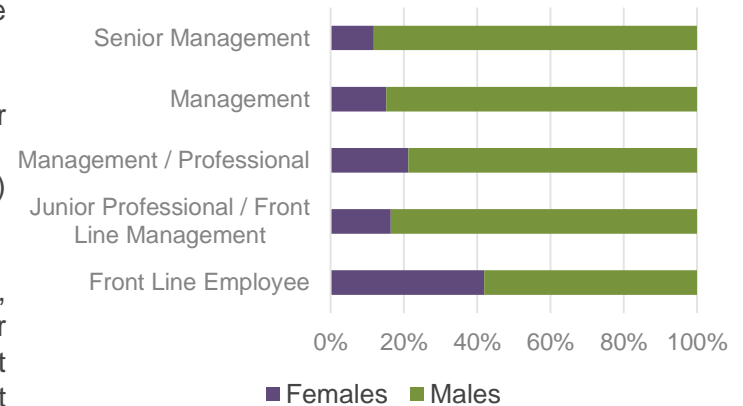
Comparison with 2017

The overall gap between male and female pay in ENGIE UK has decreased since ENGIE UK's 2017 gender pay report:

- in 2017, the female hourly rate was 31.8% lower (mean) and 35.1% lower (median) than the male hourly rate
- in 2018, the female hourly rate is 27.4% lower (mean) and 31.5% lower (median) than the male hourly rate

In ENGIE UK's 2017 gender pay report, in our "Understanding our gap" narrative, we attributed structural factors as being a major cause of the ENGIE UK gender pay gap. The 2018 gender pay gap reduction reported here would tend to support this assertion, as we no longer manage some contracts which had a significant number of employees who were predominantly female part-time staff, in relatively low paid roles such as cleaning. The departure of these contracts has altered the ENGIE UK workforce profile and has consequently narrowed our gender pay gap.

Gender breakdown by type of employee in ENGIE UK



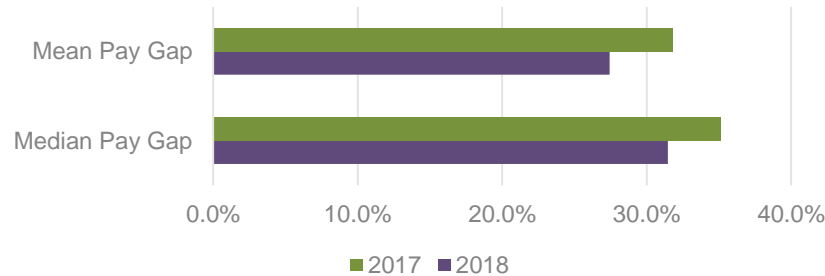
Understanding our gap (2)

As in 2017, we believe the ENGIE UK gender pay gap does not indicate an equal pay issue, when we compare like for like roles. Our front line workforce is split more or less evenly between the genders, however at a middle / senior management level the proportion of female staff is significantly less than the males.

We would maintain that to some extent the ENGIE UK gender pay gap is explained by the sectors in which we work, where the number of female employees generally active in the employment market tends to be less than the males.

Nevertheless, we are committed to encouraging and working towards a more even balance between the genders in the senior levels of our business and we are proactively seeking to increase the proportion of females in our internal talent pipeline and external resourcing activity, through positive action measures in order to achieve this.

We would note that at a very senior level, 30% of our Executive Board is female



Taking action on our gender pay gap (1)

The ENGIE UK gender pay gap is driven by structural factors and the sectors that we work in as opposed to equal pay differentials in specific comparable roles. However, we will continue to review our approach to pay and if there is any evidence of a gender discrepancy we will immediately take corrective action.

Talent Pipeline

We regularly review our talent and career development processes and have implemented measures to build diversity across our workforce. This includes steps to review the gender representation in our succession plans, talent pools and management development programmes – where we consider that there is not an appropriate gender balance we are reviewing and questioning this.

Recruitment and Selection

Our recruitment processes focus on attracting a diverse pool of candidates, we do this by ensuring that: (i) our recruitment marketing is specifically reviewed to eliminate gender bias; and (ii) by monitoring our selection processes to detect and eliminate any conscious or unconscious gender bias which may be present. We conduct diversity and inclusion training for all our employees (and provide this training to all new staff), this suite of training addresses all protected characteristics and includes specific examples around gender discrimination in selection processes.

Taking action on our gender pay gap (2)

Family Friendly Policies

We have a comprehensive suite of family friendly policies. Our maternity and paternity policies for our management and professional population includes enhanced terms. We have a well embedded culture of flexible working in environments where operational requirements permit this. In environments where operational constraints do significantly impact on the facility to undertake flexible working, we will review applications sympathetically and make adjustments where possible.

Engagement

Each year we undertake a comprehensive employee engagement survey, in 2018 we were pleased to observe that our momentum of continuously improving annual feedback levels was maintained. Subsequent analysis of the feedback revealed that in most cases our female staff are actually providing more positive engagement feedback than our male staff (within an overall context of significantly improving feedback across genders).

Diversity and Inclusion Action Plan

ENGIE UK has continued to develop our diversity and inclusion action plan which is governed by our Diversity and Inclusion Panel (co-chaired by our Chief People Officer and Chief Finance Officer). The key focus for our plan is to target activities that aim to increase the number of women in management levels across the organisation. The business has greater visibility of diversity metrics across the business; including analysis within programmes such as talents pools, graduates and apprentices. Specific actions include working with specialist recruitment firms to target women and BAME categories, an expectation that women will be on any short list for senior management positions (reviewing and questioning when this is not the case), mentoring and role model activities.

Declaration

The calculations, data and assertions contained in this announcement have been fully assured by the ENGIE UK Remuneration Committee and the Diversity and Inclusion Board, who have confirmed that the methodology provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“**Regulations**”) has been applied correctly. I confirm that ENGIE UK’s gender pay gap published calculations are accurate and meet the requirements of the Regulations.



Wilfrid Petrie
Chief Executive



Statutory Disclosures



Reportable entities within ENGIE UK

ENGIE UK has 6 legal entities with at least 250 employees:

- ENGIE Buildings LTD
- ENGIE FM LTD
- ENGIE Power LTD
- ENGIE Regeneration LTD
- ENGIE Services LTD
- International Power LTD

ENGIE UK is made up of Colledge Trundle & Hall LTD, Covion LTD, Ecova, inc. LTD, ENGIE Buildings LTD, ENGIE FM LTD, ENGIE Power LTD, ENGIE Regeneration LTD, ENGIE Renewables LTD, ENGIE Services LTD, ENGIE Urban Energy LTD, First Hydro Company, International Power LTD, IPM Energy LTD and QWest Services.

ENGIE Buildings LTD, ENGIE FM LTD, ENGIE Power LTD, ENGIE Regeneration LTD, ENGIE Services LTD and International Power LTD are the only UK entities which meet the criteria for mandatory reporting under the Equality Act 2010.

Under the regulations we are required to report our gender pay gap data for each of these entities, as set out over the following pages.

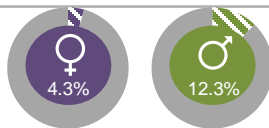


Reportable entities within ENGIE UK – *continued*

ENGIE Buildings LTD

	Median	Mean
Gender pay gap	36.2%	28.8%
Gender bonus gap	28.5%	14.3%

The proportion of males and females receiving a bonus payment



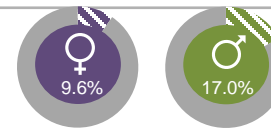
Proportion of females in each quartile band

Quartile	Female	Male
Upper	21%	79%
Upper middle	27%	73%
Lower middle	54%	46%
Lower	74%	26%

ENGIE FM LTD

	Median	Mean
Gender pay gap	39.3%	30.4%
Gender bonus gap	52.5%	47.3%

The proportion of males and females receiving a bonus payment



Proportion of females in each quartile band

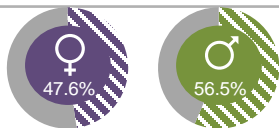
Quartile	Female	Male
Upper	11%	89%
Upper middle	8%	92%
Lower middle	17%	83%
Lower	48%	52%

Reportable entities within ENGIE UK – *continued*

ENGIE Power LTD

	Median	Mean
Gender pay gap	18.0%	24.5%
Gender bonus gap	54.0%	49.1%

The proportion of males and females receiving a bonus payment



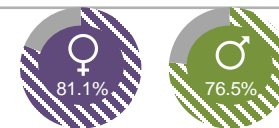
Proportion of females in each quartile band

Quartile	Female	Male
Upper	28%	72%
Upper middle	43%	57%
Lower middle	44%	56%
Lower	53%	47%

ENGIE Regeneration LTD

	Median	Mean
Gender pay gap	22.8%	26.4%
Gender bonus gap	46.6%	59.6%

The proportion of males and females receiving a bonus payment



Proportion of females in each quartile band

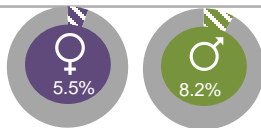
Quartile	Female	Male
Upper	10%	90%
Upper middle	17%	83%
Lower middle	21%	79%
Lower	37%	63%

Reportable entities within ENGIE UK – *continued*

ENGIE Services LTD

	Median	Mean
Gender pay gap	23.2%	19.2%
Gender bonus gap	30.7%	8.8%

The proportion of males and females receiving a bonus payment



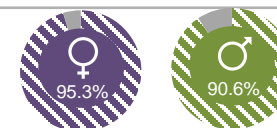
Proportion of females in each quartile band

Quartile	Female	Male
Upper	27%	73%
Upper middle	27%	73%
Lower middle	48%	52%
Lower	59%	41%

International Power LTD

	Median	Mean
Gender pay gap	21.6%	23.2%
Gender bonus gap	36.5%	29.0%

The proportion of males and females receiving a bonus payment



Proportion of females in each quartile band

Quartile	Female	Male
Upper	14%	86%
Upper middle	27%	73%
Lower middle	25%	75%
Lower	34%	66%