

## Introduction



At RWE Generation UK the success of our business depends on the ability, commitment and dedication of our people. We recognise that in order to attract and retain talented people we must work to provide a culture where individuals can develop and realise their full potential.

Our strategy benefits from different points of view. In order to prevent decisions from being made with unconscious prejudice and to reach better decisions in teams of more diverse composition, we need a high degree of diversity in the company including gender.

Our reported gender pay gap figures continue to show a gender pay gap, which we know is due to an imbalance of men and women in our more highly paid roles.

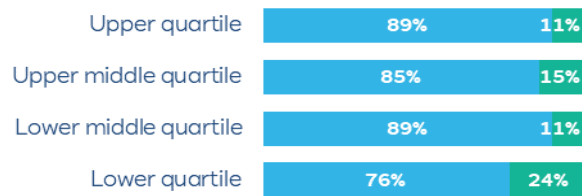
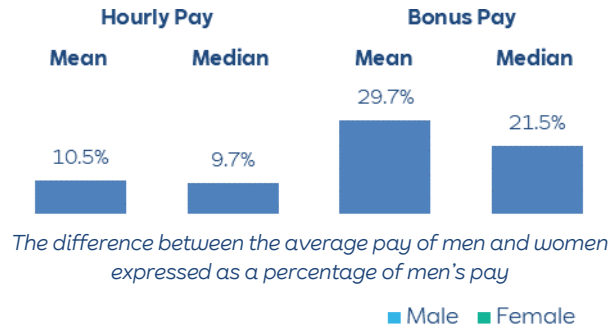
Our intended actions set out in this statement for 2020 and beyond demonstrate our continued commitment to reduce the gender pay gap and reinforce our ambition to achieve greater gender balance in the future.

I hereby confirm the data reported is accurate.

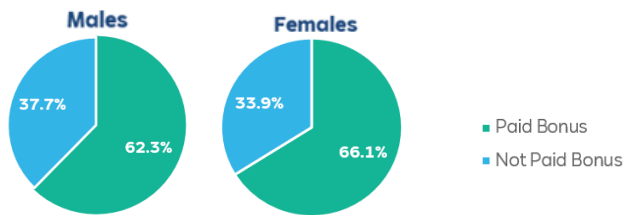
Steve Glover, Director

## Gender Pay Gap Figures - April 2019

*As published on gov.uk*



*The hourly rates ranked from highest to lowest then split into four groups with the male/female split for each group*



*The proportion of males/females who were paid a bonus*



## Gender Pay Gap Findings

In 2019, we saw a slight increase in female talent being recruited and promoted within the upper middle and upper quartiles. We also identified that the majority of female recruitment activity was predominantly within administrative, intake and entry level roles which do not attract any additional allowances and lower bonus opportunity. This has led to an increase in female representation in the lower quartile.

We also saw an increase in the number of male employees being promoted or recruited into roles which attract additional allowance and/or bonus opportunity across all quartiles. This is the main contributing factor to the increased gender pay gap in 2019.

Our results also demonstrated a 6% reduction of in the median bonus pay gap.

On analysing the increased mean bonus pay gap results, we identified that more male employees are in roles which attracted higher bonus opportunity. We also saw a slight reduction in the number of female employees who were in roles which attracted higher bonus opportunity. This was the main contributing reason for having an increase in mean gender pay gap.

## Continuous improvement

We are dedicated to continue to make improvements that address our Gender Pay Gap which includes having a Diversity Steering Group supported by our working group who look at ways of ensuring that RWE Generation UK is a great place to work and inclusive for everyone.

## What action have we taken?



We are members of WISE (Women in Science and Engineering) and ENI (Employers Network for Equality & Inclusion). In 2019, we contributed to the research undertaken by WISE and the Royal Academy of Engineering to produce their Closing the Engineering Pay Gap Report which has produced some valuable and practical recommendations.

In the UK, we have continued to invest in a UK coaching pool and we now have 38 coaches who are qualified by European Mentoring and Coaching Council standards. During 2019, 25% of our female employees were supported by our coaching pool. Our coaching pool offers our female employees support for topics such as returning to work after a career break or long term absence, my learning and development, confidence and my career progression coaching.

We also implemented software to help us to remove unconscious bias and improve diversity within our job adverts.

The progression of female employees is supported, measured and monitored within our **talent, succession and recruitment** processes. We are pleased that the proportion of female talents has increased by 50% in 2019.



Our **Women's Network** actively promote and offer a variety of events to support employee development. This includes webinars and stories which empower our female employees in their journeys to developing their career, themselves or within a network. The network is open to all employees to ensure that everyone has the opportunity to be involved.

In 2019 RWE participated in **global diversity rankings** for the first time, including the Bloomberg Gender Equality Index (GEI), and BMO Investor dialogue on gender diversity. We were proud to be ranked **top of the utility sector** in a recent Financial Times (FT) survey, and in the **top 6 of the Women's Career Index (FKi)**. These rankings demonstrate that our efforts in gender equality are paying off.



In addition to our existing **family friendly initiatives** such as paid and unpaid leave, we have continued to roll out **agile working** which encourages employees to improve their work life balance. This included offering our employees the opportunity to **buy extra annual leave** from May 2019.



In 2019, we also rolled out **unconscious bias training** to senior management to enable them to promote and encourage understanding of how biases can impact both business and people decisions. Our Diversity Working Group have also rolled out materials to build awareness of the benefits of a diverse workforce including increasing our presence on social media.

## What action are we taking in the future?

We are rolling out **webinars** for managers and employees in 2020 to promote diversity, agile and homeworking and support colleagues during and returning from parental leave.

We will be conducting an **equal pay audit** in late 2020, the results of which will help us to review our reward policies.

We are also implementing a new pay policy in 2021 which will enable us to **publish pay ranges for all employees** on personal contracts with guidelines - helping our employee's to understand their potential for future progression and make informed career decisions.

We are launching a microsite for candidates to promote the benefits and reward opportunities that RWE Generation UK offer before they join us.