

## What is the gender pay gap?

The gender pay gap measures the difference between the average pay of all men and women in RWE Renewables Management UK Ltd. Often, the gender pay gap is confused with unequal pay, though this is a different measurement. Unequal pay is when one gender is paid less than the other for the same work. Unlike the gender pay gap, which measures the difference in earnings at the company level, unequal pay is calculated by comparing the pay of employees on a case-by-case basis.

Here we look at our gender pay gap for 2022 and discuss the findings.

## The Key data of our gender pay gap?

We look at gender pay gap from two different data points:

- Hourly rate pay gap
- Bonus pay gap

There are many factors that cause a difference in the average earnings of our men and women but difference factors influence the two areas above:

- **Hourly Rate Pay Gap** - Our data shows more men work in senior positions than women, a trend that has continued into 2022.
- **Bonus Pay Gap** Our data shows 24.1% (increase of 3.1% from 2021) of our women work in part time roles compared to 5.4% (increase of 3.4% from to 2021) of men. While this bears no impact on women's hourly basic pay, this does impact the absolute value of bonus payments.

## Employee Networks

In 2022, the **RWE Women's Network UK** continued to offer their very popular career story events featuring women from across RWE as well as further supported the continuous professional development of women by hosting different workshops. In addition, they joined 'Gender Networks' which proved a very valuable source of ideas for raising awareness and understanding of issues affecting women and for enabling women to be more influential.

As a Renewables company we are set targets by the Government through the Offshore sector deal. We are currently part of the **Offshore Wind Industry Council Network** which includes other Renewable energy companies, sharing best practice on diversity, education, apprenticeships and many more. We recruited a new position within the business to focus on this topic to drive our engagement forward.

Within the Offshore part of the business there is a **Working Group** which convened to discuss and improve diversity in largely male populated department. This includes

awareness sessions to managers to present to their teams, work on non-bias language in role profiles and starting to talk openly about diversity within the teams.

## Upskilling

A training programme has been produced to develop HR and hiring managers on inclusive recruitment. The training covered job design, job advert, shortlisting, interviewing, decision making and offer.

## Tools

A recruitment tool has been created to ensure RWE Renewables has effective and inclusive job adverts both internal and externally.

A health application called "Peppy" is available to Renewables which supports our employee's through the menopause, fertility, new born children and men's health amongst other topics.

## Our Next Steps

While we know a lot of the differences in where our men and women work come down to different choices, we care about building a supportive environment where all employees have access to the same opportunities. We'll continue our work towards this in continuing to focus on our 5 key areas

1. **Attraction and Selection** - continue to develop unbiased processes to attract and select diverse talent at all levels.
2. **Flexible Working** - continue to create an inclusive place to work by supporting part-time and flexible working at all levels. Noting part time roles increased across both males and female employee within 2022.
3. **Succession Planning** - create a diverse leadership pipeline through succession planning and tailored development paths.
4. **Tools** - Review and develop tools to ensure we continue with our aim of being a leader in diversity, equity and inclusion.
5. **HR Policies** - Review our internal policies to ensure the language used is inclusive and develop processes where possible to positively impact the gender pay gap overview.

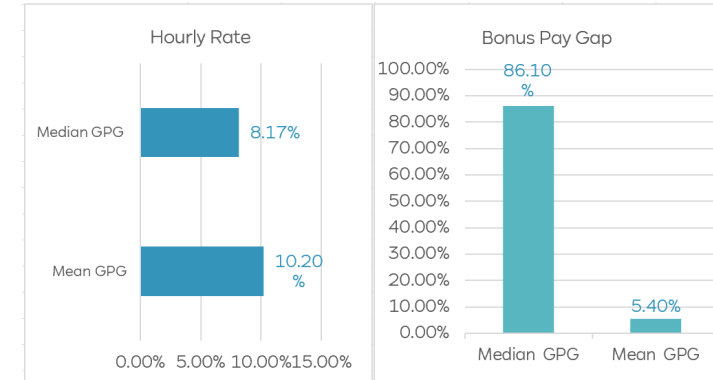
## Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

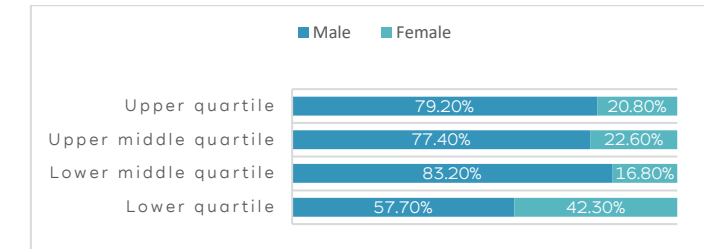


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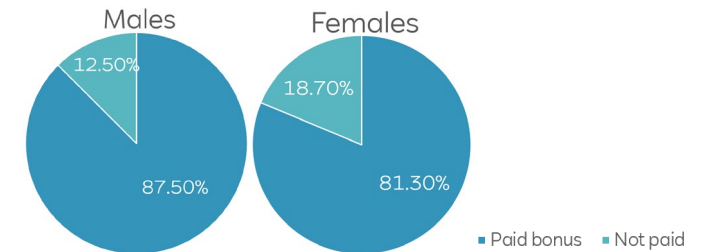
## Gender Pay Gap figures - April 2022



The charts show the difference between the average pay (bonus/Hourly rate) of men and women.



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