

## Introduction

At **RWE Renewables Management UK Ltd**, we are committed to creating a workplace where everyone has **equal opportunities** to thrive. We have analysed the **gender pay gap** related to **hourly rate and bonuses** for the period from 6 April 2023 to 5 April 2024.

While the **Gender pay gap** measures the **overall earnings difference between men and women** in our company, it is important to note that this is **not the same as equal pay**, which ensures that men and women receive the **same salary** for the **same role**. Instead, the **gender pay gap** looks at the **difference between male and female earnings on average across** the organisation. Calculations for the **mean** (average) and **median** (middle value) figures have been done in line with Government guidelines.

## Hourly Pay Gap

The **mean hourly pay gap** is a measure that indicates the **difference** in the **average hourly earnings** between men and women. Whilst the **median hourly pay gap** compares the **middle value of hourly pay** received by both men and women.

- **Mean** hourly pay gap: **10.7%** (indicating that the mean hourly rate for women is less than the mean hourly rate for men)
- **Median** hourly pay gap: **6.90%** (indicating that the median hourly rate for women is less than the median hourly wage for men)

Some key factors influencing these figures:

- A **higher proportion of men in senior roles**, which naturally affects overall averages

- A **higher proportion of men** in operational roles with packages that include allowances (e.g. shift), leading to higher hourly rates for men

*Note: The hourly rate is calculated with allowances (e.g. offshore) and relevant bonuses, minus any salary sacrifices (e.g. pension).*

## Bonus Pay Gap

The **mean bonus pay gap** is a measure used to assess the **difference in average bonus payments** between men and women within an organisation. Whilst the **median bonus pay gap** compares the **middle value of bonus pay** received by both men and women. They are expressed as a percentage of men's average bonus pay.

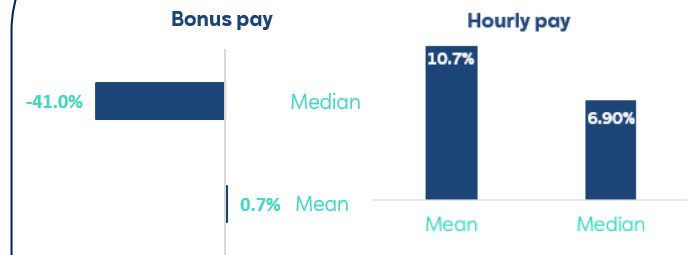
- **Mean** bonus pay gap: **0.7%** (indicating that the mean bonus pay for women is less than the mean bonus pay for men)
- **Median** bonus pay gap: **-41%** (indicating that the median bonus pay for women is higher than the median bonus pay for men)

Some key factors influencing these figures:

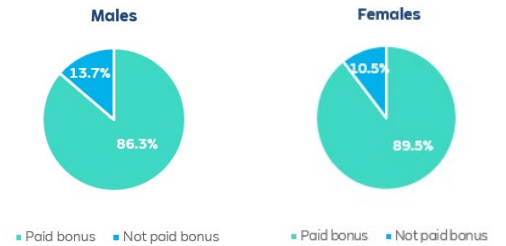
- A **higher proportion of men** in operational roles with packages that emphasise allowances rather than bonuses- this can lower the average bonus pay for men
- The **middle value** (for calculating the median) is reached at a higher point for women as there are a lower number of women in operational roles with smaller bonus percentages

*Note: The bonus pay gap is calculated based upon applicable bonuses paid in the 12 months previous to the 5<sup>th</sup> April 2024.*

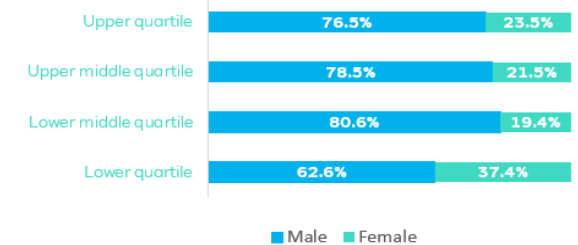
## Gender pay gap figures- April 2024



*The difference between the average pay (bonus/hourly rate) of men and women*



*The proportion of males/females who were paid a bonus (figures can be impacted due to leavers, fixed term changes and new joiners)*




*The hourly rates were ranked from highest to lowest and divided into four groups, with the male/female distribution shown for each group.*

## Actions to address the gender pay gap:


### Global target for women in leadership roles

 RWE has set a global target to achieve **30% female representation in leadership roles by 2030**.


### Power looks good on you campaign

 Offshore Wind launched the "Power Looks Good on You" campaign in 2024, which **highlights women in the energy industry and celebrates their achievements**. This initiative features the inspiring stories of six women within our organisation and their career journeys.


### Women in Business & Tech Event

 In 2024, we supported the Women in Business and Tech event by engaging with women currently in the industry or aspiring to enter the field, with the goal of **promoting greater female representation in engineering**. Through this engagement, we **highlighted the various roles available within our organisation** and the comprehensive benefits structure we offer to our employees.

### Women's Network

 In 2024, the **RWE Women's Network UK** continued to offer their popular **career story events featuring women from across RWE** as well as further support for the continuous professional development of women by hosting a number of workshops.

### RWE UK DE&I working group

 There is a cross operating company **DE&I working group collaborating** on a range of **initiatives to support diversity and inclusion**. Some of the recent activities include reviewing diversity reporting and drafting guidance for adjustments within the workplace.


### DE&I within Offshore Operations

 Within Offshore Operations, we are proud to have a **dedicated DE&I co-ordinator** leading our efforts to **enhance gender diversity**. We are actively working towards the development of a new charter for 2025 in collaboration with Senior Management, outlining our commitment to advance **gender diversity and inclusivity**. Key activities include ensuring that our Personal Protective Equipment (PPE) selection accommodates all genders, and implementing actions aimed at **reducing barriers for women** in Offshore Operations.


### Pay transparency

 We have integrated the "**EU Pay Transparency**" **group wide initiative** into our strategic roadmap. With the implementation of a **global job architecture framework**, another global reward project, we are laying the groundwork necessary for successful pay transparency activities. These initiatives highlight our commitment to making significant strides towards **pay equity** and will continue as business-critical throughout 2025.

### Supporting employees with PEPPY

 In 2024, RWE UK continued to offer the **health application "PEPPY"** which supports our Employees; through menopause, fertility, becoming a parent and men's health amongst other topics.

### Recruitment

 All our job adverts are put through a **gender bias application** called 'Develop Diverse' to ensure inclusivity when we are advertising roles. In addition, in the Offshore area of our business, all of our **roles will be advertised with a part time/job share option** to make opportunities more accessible for all.

### Conclusion

We are committed to fostering an **inclusive and equitable workplace environment**. We recognise that **achieving gender equality** is essential to the growth and success of our business. We are dedicated to taking meaningful action to **close the gender pay gap** and actively support initiatives that **promote equal opportunities** for all employees.



Tom Glover, UK Country Chair