



## Introduction

Welcome to the commentary on the 2021 RWE Supply & Trading (RWEST) pay gap.

Based on the continued **imbalance of women and men** in the higher paid commercial business areas as well as senior positions, the reported RWEST gender pay figures again reflect a significant gap in 2021. The outcome of our equal pay analysis, however, proves that we **pay equally**. Our long-term goal is to further **increase the gender balance** and therefore continuously work on various initiatives and measures to achieve it. My RWEST Board colleagues and myself are strongly committed to further support our **diverse and inclusive culture** since we are convinced that it is essential for our business to succeed.

Andree Stracke, CEO



Having recently joined RWEST, I am proud to work for a company where **everyone is welcomed** with open arms and valued based on personality and talent. We support all individuals – regardless of their gender or other diversity and inclusion aspects – in unleashing their **full potential**. It remains key to us to ensure an **inclusive working environment**, where everyone feels comfortable to be themselves.

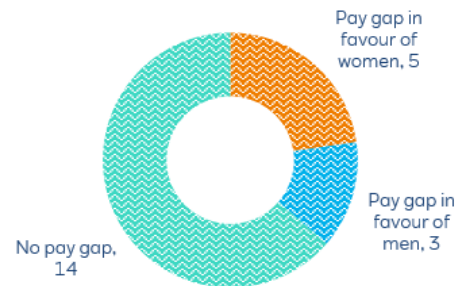
Joaquin Molina, Head of HR

## Equal Pay Analysis

The gender pay gap looks at all men and compares their pay against all women. We analysed our pay gap more effectively by looking at the salaries of people doing work that is similar. Only comparing people on a **like for like basis** can give a true insight into equal pay.

## Equal Pay Findings

As in previous years we clustered our employees together based on factors including the type of work they do and their grade. We identified 25 different clusters, 3 of which had no women in them. We compared the average salaries of men and women in the remaining 22 clusters:



We consider there to be no gap where the difference is less than 5%.

Clusters with small numbers of people can easily be influenced by one or two outliers. Our biggest gap in favour of men was 14%, which was in a very small cluster. In our biggest cluster the pay gap is **1.6%** in favour of

women. Of the clusters we could analyse over **79%** of our employees work in clusters with **no pay gap**.

## How can we have a gender pay gap if we pay equally?

We know that we have a much higher proportion of men than women in the more highly paid trading roles. When we report the gender pay gap, the average for all men is higher than the average for all women due to this imbalance.

## What action have we taken?

### Recruitment

We ensure that there is no bias in our recruitment processes through reviewing the wording of all adverts, using clinical recruitment tools such as recorded video interviews that do not allow for personal influence on outcomes, providing **unconscious bias talks** to assessors ahead of our assessment days, and using female assessors to showcase successful ambassadors to the candidates.

### Young Talent Programmes

During our early careers campaign we have made a concerted effort to **target more female profiles to apply** to our programmes. This was achieved through attending more female only events, such as 'Women In Tec', putting forward female role models to give presentations, having our female graduates support

these events; and using female profiling in our targeted emails through graduate media.

In addition, we have a strong track record of converting female graduates into **permanent roles** with 95% of females graduating from our talent programmes into permanent roles since 2017 and 85% of those still working with RWE today.

## People Development

Similarly to previous years, unconscious bias remains one of the key training topics for us. We offered two webinars on **debiasing** as part of our Diversity Week in October 2021 for all employees across the RWE Group.

As part of a new initiative, the global RWEST HR team has been trained on **gender-inclusive language** in order to be equipped to address and refer to colleagues of all genders in an adequate way – within the recruiting process as well as when supporting colleagues during their entire employee life cycle.

To further enrich our existing people development opportunities, we have added the in 2020 successfully trialled **'Career Confidence Training'** to our regular RWEST Training Academy portfolio in 2021. The two training courses offered in 2021 were fully booked and proved their impact: Both female and male participants recognised a positive effect on their confidence to achieve their career goals.

## Talent & Succession Management

The progression of female employees within RWEST is supported, measured and monitored within our talent and succession processes. We are delighted to announce that the proportion of **female talents** has increased to 24%.

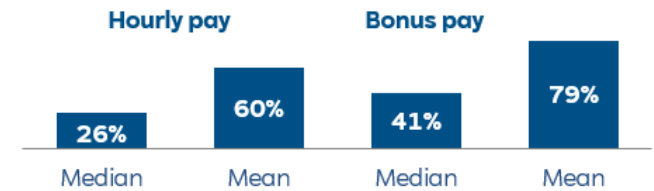
## Employee Networks

In 2021, 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.

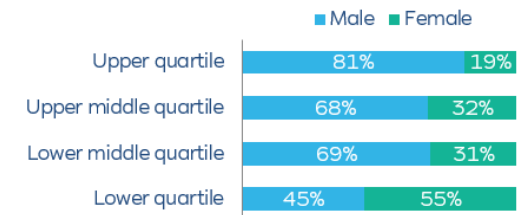
As part of RWE's commitment to Equity, Diversity and Inclusion, the company supported the launch of a **LGBT\*IQ & Friends Network** in 2020 for colleagues from across RWE to support each other through shared experiences. In 2021, the network members delivered a 'Transition Guideline' (accompanying individuals, colleagues and managers through the gender transition process) and promote the community within RWE and also externally, to maximise inclusion and enable all colleagues to be their authentic selves at work.

## Gender Pay Gap figures - April 2021

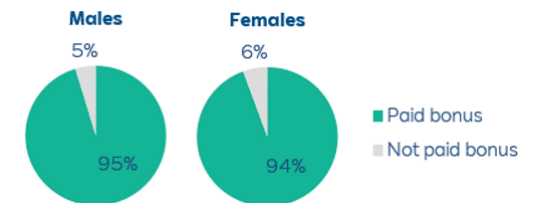
*As published on gov.uk*



*The difference between the average pay of men and women expressed as a percentage of men's pay*



*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*