

## 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 2021 and beyond demonstrate our continued commitment to reduce the gender pay gap and reinforce our ambition to achieve greater gender balance in the future.

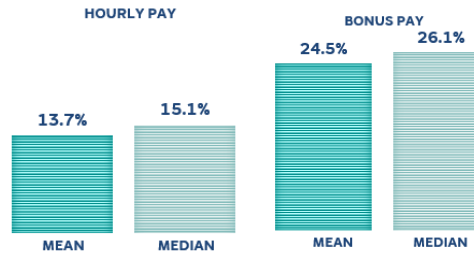
I hereby confirm the data reported is accurate.

Steve Glover, Director

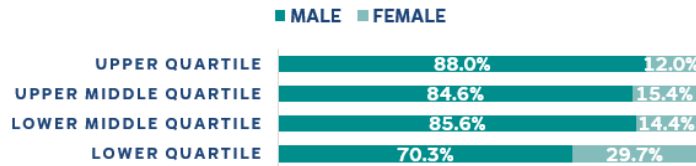
## GENDER PAY GAP FIGURES - APRIL 2020

As published on gov.uk

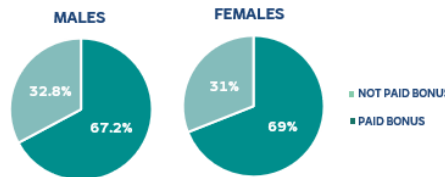
The difference between the average pay of men and women expressed as a percentage of men's pay



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



The ratio of male/female employees in our population




## GENDER PAY GAP FINDINGS

In 2020, our analysis has shown that the majority of female recruitment activity was predominantly within administrative, intake and entry level roles. This has led to an increase in female representation in the lower quartile.


However, we did see an increase in female talent being recruited and promoted within the upper middle and upper quartiles.


The effect of this has been to see an increase of 3.2% in the average hourly pay gender pay gap (10.5% in 2019). We have however seen a 5.2% reduction in the mean bonus pay gap (compared to 29.7% in 2019).


## CONTINUOUS IMPROVEMENT


 Despite the changes that COVID pandemic has brought in 2020 and the many adaptations that have been required, we have remained dedicated to continuing to make improvements that address our Gender Pay Gap, including 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 ENEI (Employers Network for Equality & Inclusion). In 2020, our Diversity Steering Group supported WISE (Women in Science and Engineering) and the Royal Academy of Engineering by providing input into their 'Closing the Engineering Pay Gap' report. We are using this information to inform our actions for 2021 and beyond.


 We committed to the WISE 10 Steps programme aimed at **improving the position of women in our business** and by extension other minorities.

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


 During the COVID pandemic our **Women's Network**, led by volunteer employees, have continued to seek to enable women to develop professional and social contacts and to contribute to the continuous professional development of women through a series of organised events.


 We continue to promote **agile and homeworking**. Considering the restrictions that COVID has brought about this year, we created a 'New Normal' project group who continue to monitor the effect that remote working has on the visibility of women in the workplace.


 In addition to our existing **family friendly initiatives** such as paid and unpaid leave, we have introduced **paid parental bereavement leave** this year in line with employment law – our offering is enhanced at full pay for two weeks rather than the statutory rate.

 We have also introduced **paid keep in touch days** for those on Maternity, Adoption and Shared Parental leave.

## WHAT ACTION WILL WE BE TAKING IN THE FUTURE?

 We will be conducting an **equal pay audit** in late 2021, the results of which will help us to review our reward policies.

 We are implementing a new pay structure in 2021 which will enable us to help our employees understand their future pay progression and help them understand their future development needs.

 The **Diversity Network** have carried out a benchmarking exercise with WISE, and have identified 3 priority areas to focus on to support diversity in 2021 namely;

- **Communicating** this more widely, **inviting input and discussion**.
- **Managing diversity and inclusion activities** much more like standard business improvement projects.
- **Sharing learning** with other organisations.