



Innogy Renewables UK 2020 Gender Pay Gap

This report presents the 2020 gender pay gap for Innogy Renewables UK Limited.

What is the gender pay gap?

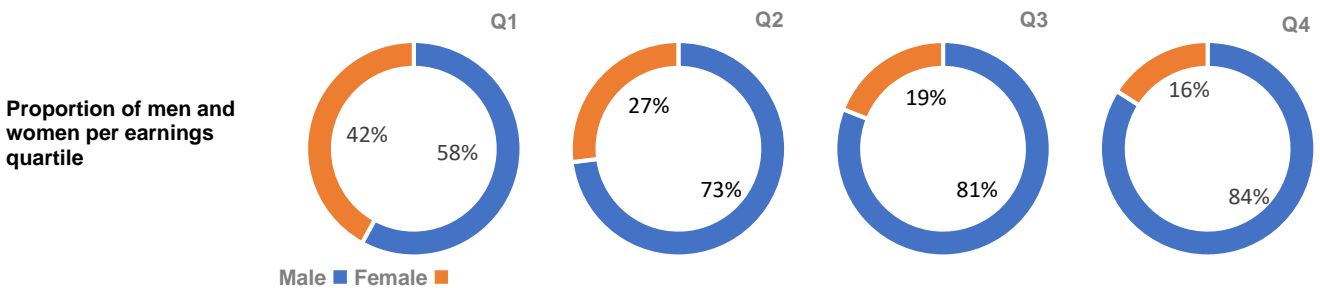
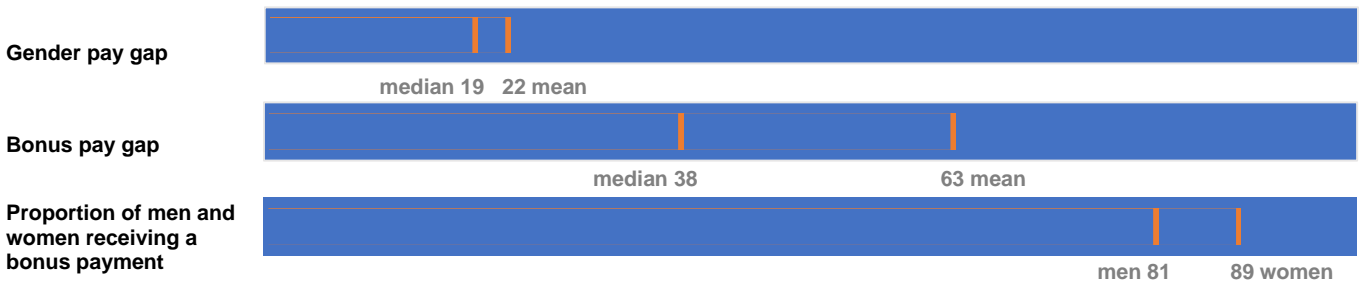
The gender pay gap measures the difference between the average pay of all men and women in a company, for a picture of where they tend to work.

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 2019 and discuss any significant changes.

What is the gender pay gap?

Difference between men and women



What causes our gender pay gap?

Many factors drive the difference in the average earnings of our men and women, but there are three significant causes:

1. Men are more likely to work in senior positions than women, a trend that has continued into 2019
2. A far higher proportion of our women (26%) work in part time roles compared to men (2%). While this bears no impact on women's hourly basic pay, this does impact other elements in the pay package
3. 2019 saw a large number of women (37%) taking salary sacrifice benefits in comparison to men (20%). Although this increases the pay gap, it is a positive step towards the company being more family friendly, with childcare vouchers and annual leave being the chosen benefits.
4. Our Bonus Gap is intensified by a small number of exceptional bonus payments which have a significant effect on the mean. Without these payments the mean bonus pay gap is 51%.

Understanding the social context

Innogy Renewables UK Ltd is a STEM (Science, Technology, Engineering and Maths) employer and a large share of its roles require highly-skilled workers from these disciplines. Women are a minority of the UK's STEM workforce – only 10.3% of engineering professionals are women¹. As a social trend, women are less likely to study in the STEM fields, so attracting women to our industry is a challenge and part of a bigger, societal issue. We are taking steps to ensure we attract the best female talent and give them the best opportunities to develop and progress once they are here. We currently have a number of new female graduates and apprentices within the business, which, although widens the gender pay gap initially, is a positive step forward towards increasing the number of technically skilled women within Innogy Renewables.

1 WISE, 2019

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 three areas:

1. Attraction and Selection - developing unbiased processes to attract and select diverse talent at all levels
2. Flexible Working - create an inclusive place to work by supporting part-time and flexible working at all levels
3. Succession Planning - create a diverse leadership pipeline through succession planning and tailored development paths.

Statement

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

We confirm that the information and data provided is accurate and in line with mandatory requirements. For the sake of completeness, we would like to clarify that since the snapshot date, the employer entity name has changed to RWE Renewables Swindon UK Limited.

Ben Freeman, Director