

RWE

Introduction

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.

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 2021 and discuss the findings.

Following the transfer to RWE of the EON Climate and Renewables UK in September 2019 and Innogy Renewables UK on 1st July 2020, the staff employed by those companies were transferred into RWE Renewables Management UK Limited on 1st July 2020 and 1st September 2020 respectively. Due to this change this has impacted some of our figures for the 2021 Gender Pay Gap.

What causes our Gender Pay Gap?

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

1. Our data informs us that Men are more likely to work in senior positions than women, a trend that has continued into 2021.
2. A far higher proportion of our women (21%) 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.

Bonus Pay gap

Due to the merger we have no data for contractual bonuses paid in 2020 for RWE Renewables Management UK LTD, in our data for 2020 we could only include one off incentive bonuses which caused an impact to our figures. For the 2022 reporting we will have more conclusive data.

Employee Networks

In 2021, the **RWE Women's Network UK volunteering group** 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 in business and their role

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 (OWIC) network which includes other Renewable energy companies, sharing best practice on Diversity, education, apprenticeships and many more.

Within the Offshore part of the business there has been a small working group convened to discuss and improve on Diversity in a 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.

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 three key 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.

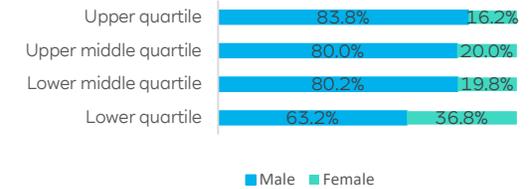
Adam Greenslade



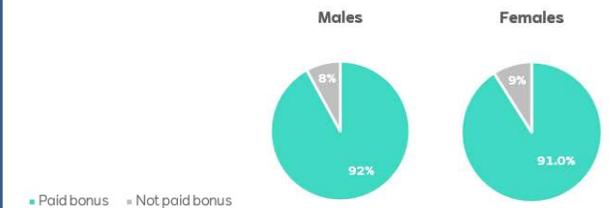
Gender Pay Gap figures - April 2021



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