



Introduction

RWE Supply & Trading remains committed to being an inclusive employer. Our reported gender pay gap figures continue to show a significant gap, which we know is due to an imbalance of men and women in our more highly paid senior roles and commercial business functions. We have been working to address this imbalance and will continue to do so, as well as monitoring for equality. We are **confident that we pay equally** and we are pleased that we are able to demonstrate this in the outcome of our equal pay analysis. Female progression and gender balance is very important to me and my Board colleagues and we have amended our internal reporting to reflect this, enabling us to monitor trends and patterns, and take the necessary action steps.

Michael Müller, CFO



I am proud to be part of such a diverse Company with a strong commitment to grow and reward talent **regardless of gender**. We will continue to develop initiatives to encourage more women into RWEST and into our commercial roles: I see our culture of openness and inclusion as a great strength.

Ulrike Pugh, Head of HR

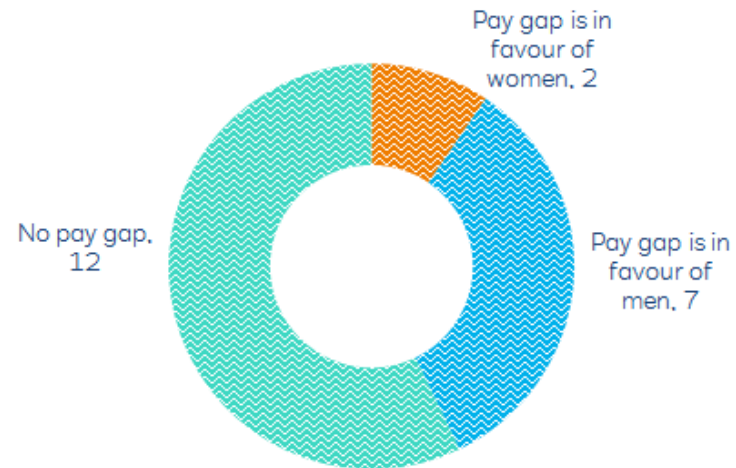
Equal Pay Analysis

Our analysis has looked at the difference in pay between men and women doing similar jobs.

The gender pay gap looks at all men and compares their pay against all women. However, we wanted to compare people doing work that is similar and check whether they are paid equally for that work, regardless of their gender. Only comparing people on a like for like basis can give a true insight into whether we pay equally.

Equal Pay Findings

We grouped our employees into 24 clusters. 3 clusters had no women in them. Of the remaining 21:



Our biggest gap in favour of men was 10.5%, which was in a very small cluster. Clusters with small numbers of people can easily be influenced by one or two outliers. In our biggest cluster the pay gap is **0.1%**.

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.

How did we conduct our analysis?

1. We grouped employees into clusters depending on relevant factors such as their grade, the department they work in, and the type of work they do
2. We looked at base salaries on a full time basis
3. We calculated the average salary of the women in each cluster and compared it to the average of the men in each cluster

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

Continuous improvement

Addressing the gender pay gap is complex. However we are not complacent and we never stand still. There are lots of ways in which we will continue to make RWEST a great place to work for everyone. This is why we have a dedicated Diversity Steering Committee and champions embedded within our organisation.

What action have we taken?

During 2019 we have **increased our social media presence** dramatically. We aim to increase the visibility of our opportunities to a wider range of people. Our new recruitment campaign features our staff and shows what it's like to work at RWEST.

We continue to expand our **Young Talent** programmes – we now have four graduate schemes across three countries, as well as Apprentices and Year in Industry placements annually. In 2019, female representation in our young talent programmes increased to almost 50%.

The progression of female employees is supported, measured and monitored within our **talent, succession and recruitment** processes. We are pleased that the proportion of female talents has increased to 23%.

We are members of WISE (Women in Science and Engineering), ENEI (Employers Network for Equality & Inclusion), and “Powerful Women”. We also joined “Gender Networks” in 2019. As a global organisation we are also **partners** in the German initiatives “Chefsache” and the “Charta der Vierfalt” to **actively shape change** towards equality in the world of work.

Our **Women’s Network** is very active and offers a variety of events that support female development. Career stories events featuring female role models from across the business remain very popular.

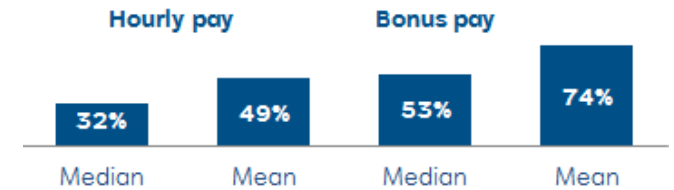
In 2019 RWE participated in **global diversity rankings** for the first time, including the Bloomberg Gender Equality Index (GEI), and BMO Investor dialogue on gender diversity. We were proud to be ranked **top of the utility sector** in a recent Financial Times (FT) survey, and in the **top 6 of the Women’s Career Index (FKi)**. These rankings demonstrate that our efforts in gender equality are paying off in terms of a vibrant, diverse and inclusive culture in RWEST.

In addition to our existing **family friendly initiatives** such as paid and unpaid leave, shared parental leave and flexible working arrangements, we have focused on opportunities for employees to improve their work life balance through **agile working**. We have provided additional agile guidance and support for employees and managers, and examples from across the business.

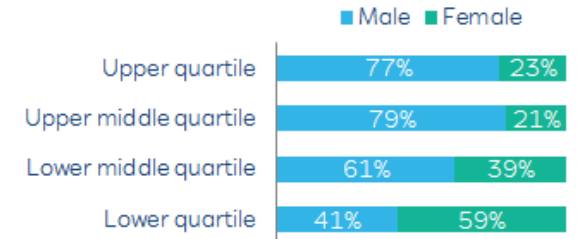
As reported in 2018, we piloted **unconscious bias training** to help employees at all levels understand how biases can impact both business and people decisions, and have continued to roll this out across the business. This remains a key focus area for 2020.

Gender Pay Gap figures - April 2019

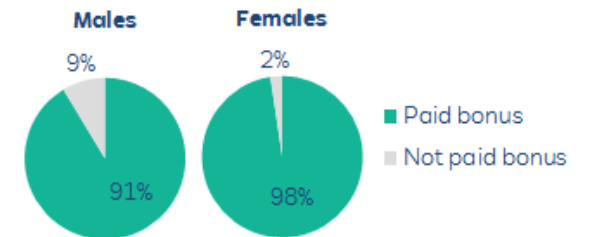
As published on gov.uk



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