



## RWE Supply & Trading GmbH (UK) Gender Pay Report

Snapshot date 5 April 2017

### Reported Figures

#### Pay & Bonus Gap

	Mean	Median
Hourly pay	40.7%	35.4%
Bonus	68.3%	53.3%

The above table shows our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus)). The pay gap calculation is the difference between male and female pay, expressed as a percentage of male pay.

#### Proportion of employees receiving a bonus payment

	Male	Female
Receiving a bonus	87.9%	84.4%

This shows the proportions of men and women awarded a bonus in the year to 5 April 2017, i.e. for the performance year 2016.

#### Proportion of men and women in each pay quartile

	Male	Female
Top quartile	82.9%	17.1%
Upper middle quartile	80.0%	20.0%
Lower middle quartile	66.3%	33.7%
Lower quartile	38.1%	61.9%

The above table shows the gender distribution across four pay quartiles with the same number of staff in each.

### Further Analysis

In preparation for the publication of our gender pay gap figures we have undertaken further analysis to understand where and how the gap arises. An important consideration in evaluating the pay gap is the overall gender imbalance present in the company: two thirds (67%) of employees included in the hourly pay figure are male and only one third (33%)



female. However even given this baseline, a greater proportion of male employees than would be expected take up senior roles:

	Male	Female
Executive	77%	23%
Senior or Professional	73%	27%
Junior or Entry	40%	60%
<i>Overall in RWEST</i>	67%	33%

The proportion of female employees fulfilling roles in Commercial departments is lower than would be expected:

	Male	Female
Commercial	83%	17%
Business Support	57%	43%
<i>Overall in RWEST</i>	67%	33%

The majority of those employees who opt to undertake part time hours are women. This has an impact on our reported figures as actual pay and bonuses rather than full time equivalent values must be used:

	Male	Female
Full time	99%	76%
Part time	1%	24%

In addition, a number of employees are excluded from the hourly pay calculations as their pay was non-standard during the reference period: the majority of these were women on maternity leave.

## Summary

We believe that our gender pay gap is primarily a result of the higher proportion of men than women in roles which are more highly paid, combined with the higher proportion of women than men taking part time roles. We are confident that our pay practices, as well as our supporting policies such as flexible working, are designed and operated in a way which does not discriminate between men and women, and we will continue to monitor these and make adjustments where required. A number of initiatives to support a more balanced



gender split across the company are already well under way and will remain a high priority. These include the RWE Women's Network which is part of our global diversity and inclusion programme 'Success is in the Mix'.

We are committed to ensuring that opportunities for progression are open to all, regardless of gender, and will continue to take action to encourage diversity.

I hereby confirm that the data reported is accurate

A handwritten signature in blue ink, appearing to read 'Michael Müller', is written over a faint blue line.

Michael Müller

Chief Financial Officer, RWE Supply & Trading GmbH