

What is the gender pay gap?

The gender pay gap measures the difference between the average pay of all men and women in RWE Renewables Management UK Ltd. The gender pay gap is sometimes confused with unequal pay. Unequal pay is when one gender is paid less than the other for the same work. Unequal pay is calculated by comparing the pay of employees on a case-by-case basis.

Here we look at the gender pay gap for the period 6 April 2022 to 5 April 2023 and discuss the findings.

The key data of our gender pay gap?

We look at gender pay gap from two different data points:

- Hourly rate pay gap
- Bonus pay gap

There are many factors that cause a difference in the average earnings of our men and women but difference factors influence the two areas above:

Hourly Rate Pay Gap

We continue to see a positive change within the mean hourly rate where female salaries have increased at a higher rate than the male population. However our figures do show a widening of the median gender pay gap which is due to us having a significantly higher proportion of males within the business.

Compared to the 2022 report 3.4% of women have moved into the upper quartile, with 3% of women moving out of the lower quartile. Data shows 3% of males have joined the lower quartile in comparison to last year.

Bonus Pay Gap

Our data shows a positive change from the 2022 figures in relation to the bonus pay gap, with women receiving higher bonus amounts in comparison to men. This change has been impacted by a higher number of males in mostly operational roles, which contractually have a lower bonus percentage. There are fewer women in operational roles and therefore the bonus pay gap is impacted by this. The majority of women in our business are undertaking professional roles which have a higher bonus percentage in line with a different grading structure. However overall there are more male employees than female employees in our organisation which is also taken into account.

What actions have we/are we taking to address the gender pay gap?

Policy

We have reviewed and changed our family friendly policies with an increase in our offerings as stated below, we have also removed our qualifying period for family leave making the below available for new starters from day one:

- Maternity and Adoption Leave- 29 weeks (Full pay)
- Paternity Leave- 12 weeks (Full pay)
- Shared Parental Leave- 29 weeks (Full pay)
- Neonatal Care Leave- 12 weeks leave (Full pay)
- Fertility leave- 2 weeks leave (Full pay)
- Early Pregnancy baby loss- 2 weeks leave (Full pay)

Internal Diversity Survey

We have published a survey to all employees of RWE Renewables in the UK.

The survey will give us greater clarity on the diversity of our workforce and the output will help inform our strategy around Diversity, Equity & Inclusion going forward.

International Women in Engineering Event

We have partnered with New College Swindon and are organising an event for students to highlight opportunities within the industry and to promote engineering & technical career options to women.

Women's Network

In 2023, the **RWE Women's Network UK** continued to offer their popular career story events featuring women from across RWE as well as further support for the continuous professional development of women by hosting a number of workshops.

Tools and guidance

We made available guidance and support material including some menopause awareness training for managers. In 2023, we continued to offer the health application "PEPPY" which supports our employee's through menopause, fertility, becoming a parent and men's health amongst other topics.

Parental leave coaching

Within our Offshore wind business, we have launched Parental leave coaching, which supports employees in facilitating a return to work after parental leave, addressing their strengths/abilities in returning to their role, creating an awareness for work-life-balance and supporting employees in their professional development.

Recruitment

All our job adverts are put through a gender bias application called develop diverse to ensure inclusivity when we are advertising roles.

In addition, all of our roles will be advertised with a part time/job share option to make opportunities more accessible for all.

Our Next Steps

Whilst 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 5 key areas:

Attraction and Selection – we are looking to offer further hiring manager training to increase awareness of any potential bias when recruiting

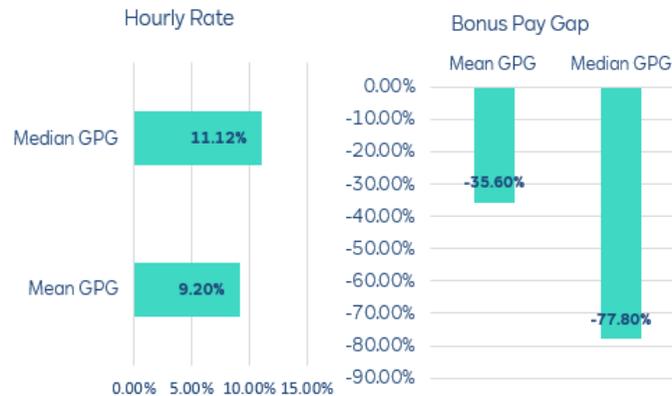
Flexible Working – we will continue to create an inclusive place to work by supporting part-time and flexible working at all levels. Part time roles increased again for 2023 for male employees. We have also seen more requests for compressed hours arrangements across both male and female employees.

Succession Planning – create a diverse leadership pipeline through succession planning and tailored development paths.

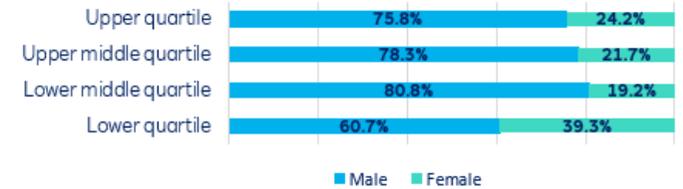
Tools – Review and develop tools to ensure we continue with our aim of being a leader in diversity, equity and inclusion.

HR Policies – Continue to review our internal policies to ensure the language used is inclusive and develop processes where possible to positively impact the gender pay gap overview.

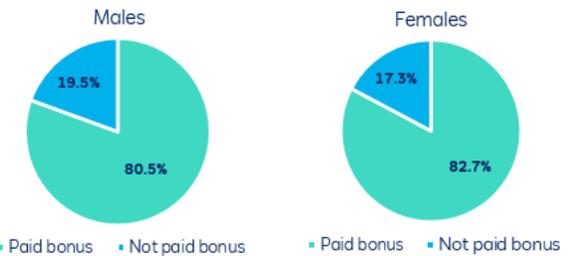
Gender Pay Gap figures - April 2023



The charts show the difference between the average pay (bonus/Hourly rate) of men and women.



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

Statement

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

Tom Glover