

Notice: Use of an Automated Employment Decision Tool

RWE uses an Automated Employment Decision Tool (AEDT) as part of its hiring process for Graduate Programs. If you apply, you will be asked to complete an online assessment provided by Arctic Shores.

What the assessment measures

The assessment measures the behaviors and cognitive abilities that underpin success in this role. It assesses:

- How you learn from information in your environment.
- How you attend to tasks and decisions.
- How you work with numeric concepts.
- How you respond to change.

How your results are used

Your assessment results are provided to RWE and considered as one input into the decision on whether to progress your application to interview. Decisions about your application are made by RWE.

Requesting an alternative selection process or a reasonable accommodation
Reasonable adjustments are available. Depending on your circumstances, reasonable adjustments can be applied to enable you to demonstrate your full potential. These adjustments are designed to ensure a fair and inclusive assessment for all and will not be used to make broader hiring decisions.

You will be offered the chance to complete a practice task and read more information about the assessment. Then, you will need to decide whether an adjustment is relevant to you from a list of available options.

If, at that point, you are still not sure if you need an adjustment or if none of the options apply to you, contact rwest_early_careers_recruitment@rwe.com to discuss further. Note that once you start the assessment, reasonable adjustments can no longer be applied or updated.

Information about the data collected

You may request information about the type of data collected for this tool, the source of that data, and RWE's data retention policy by contacting rwest_early_careers_recruitment@rwe.com. We will respond within 30 days of receiving your request.

Bias audit

In accordance with New York City Local Law 144, an independent bias audit of that tool has been conducted. A summary of the results is set out below.

Audit details

Date of most recent bias audit: 11 September 2026

Date the tool was first used by RWE: September 2024

Independent auditor: The Nancy T. Tippins Group, LLC

Number of individuals assessed in the audited data set: 16,325

Number of individuals falling within an unknown category: 6,711

Source and explanation of the data used

The following tables were created as part of an AEDT (Automated Employment Decision Tool) bias audit for Arctic Shores by The Nancy T. Tippins Group, LLC. The analyses were conducted on a data set provided by Arctic Shores, collected between 18 October 2025 and 16 March 2026, and completed on 11 September 2026.

The data used is historical data drawn from candidates who completed the assessment across Arctic Shores’ client base, rather than historical data of RWE. This approach was taken because RWE has not yet accumulated sufficient candidate volume of its own to support a statistically robust analysis across each demographic category and their intersections. Demographic information is self-reported by candidates on a voluntary basis. Missing race/ethnicity and sex categories in the tables indicate that no data were provided for those categories.

The analyses were conducted according to the guidelines provided by New York City (<https://rules.cityofnewyork.us/rule/automated-employment-decision-tools-updated/>).

Results

Tables provided by The Nancy T. Tippins Group, showing scoring rate and impact ratio for each category.

Sex Categories	Nancy T. Tippins Group					
	Number	47th	Selection rate	Impact Ratio	Selection rate	Impact Ratio
Male	7861	6566	0.8352626892	1	0.8352626892	1
Female	1666	1327	0.7965186074	0.9536144948	0.7965186074	0.9536144948
	9527	7893				

Table 1 (Sex categories)

Race and Ethnicity Categories					Nancy T. Tippins Group	
	Number	47th	Selection rate	Impact Ratio	Selection rate	Impact Ratio
White	4637	3805	0.8205736468	0.9690974768	0.8205736468	0.9690974768
Black/African/Caribbean	335	230	0.6865671642	0.8108358209	0.6865671642	0.8108358209
Asian	2362	2000	0.8467400508	1	0.8467400508	1
Mixed/Multiple	474	401	0.8459915612	0.9991160338	0.8459915612	0.9991160338
Other	240	189	0.7875	0.9300375	0.7875	0.9300375
	8048	6625				

Table 2 (Race and ethnicity categories)

Intersectional Categories						Nancy T. Tippins Group	
		Number	47th	Selection rate	Impact Ratio	Selection rate	Impact Ratio
Male	White	3890	3224	0.8287917738	0.9678183731	0.8287917738	0.9678183731
	Black/African/Caribbean	254	174	0.6850393701	0.7999520623	0.6850393701	0.7999520623
	Asian	1803	1544	0.8563505269	1	0.8563505269	1
	Mixed/Multiple	390	330	0.8461538462	0.9880928657	0.8461538462	0.9880928657
	Other	206	161	0.7815533981	0.9126559435	0.7815533981	0.9126559435
		6543	5433				
Female	White	718	557	0.7757660167	0.9058977514	0.7757660167	0.9058977514
	Black/African/Caribbean	75	52	0.6933333333	0.8096373057	0.6933333333	0.8096373057
	Asian	527	430	0.8159392789	0.9528099222	0.8159392789	0.9528099222
	Mixed/Multiple	70	58	0.8285714286	0.9675610659	0.8285714286	0.9675610659
	Other	28	23	0.8214285714	0.9592200222	0.8214285714	0.9592200222
		1418	1120				

Table 3 (Intersectional categories - sex by race and ethnicity)