

# Orsted UK's Overall 2018 Gender Pay Gap

## What is the gender pay gap and why are we measuring it?

The gender pay gap is a measurement of the difference between average hourly earnings and bonuses for men and women employed by UK companies.

In 2018, gender pay gap reporting became a legal requirement in the UK. This was a very important step forward to ensure transparency about gender based pay. The government requirement is that all companies with over 250 employees should publicise this information.

At Ørsted, we believe that having an inclusive and diverse workforce is a fundamental requirement for our overall business success. We therefore fully support the goals of gender pay gap reporting and, indeed, have gone above the minimum reporting requirement by including data on all our UK businesses. We believe it is important to look at our entire employee population so that we can target the areas of our business most in need of support in closing the gender pay gap.

## Orsted UK

### Gender pay gap

Defined as how much, on average, men earn more than women in Orsted UK

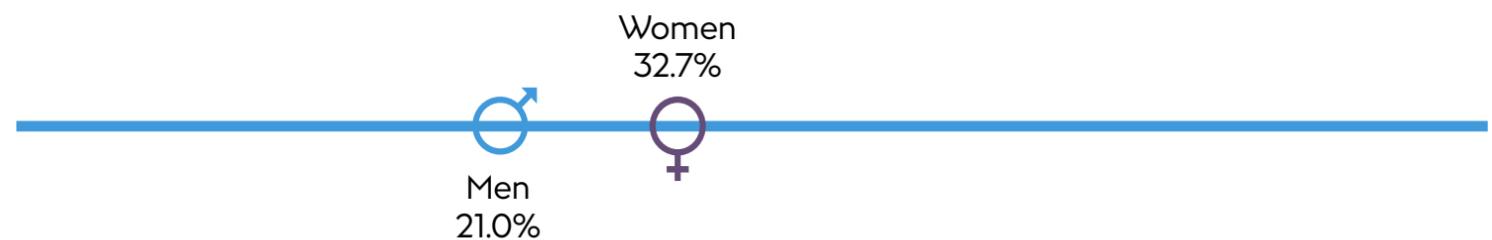


### Bonus pay gap

Defined as how much, on average, men earn more in bonus payments than women across Orsted UK



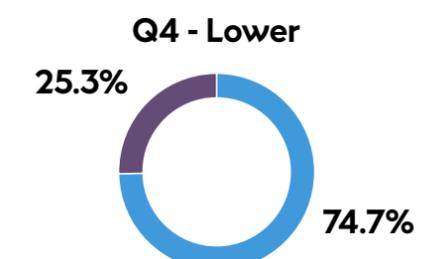
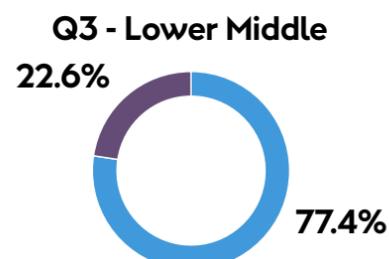
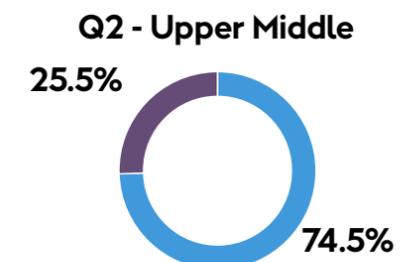
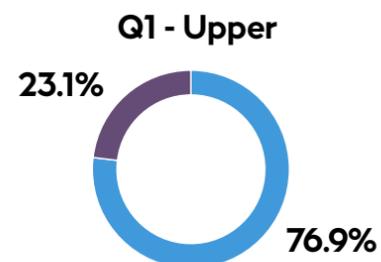
### Proportion of those who received a bonus by gender



### Pay quartiles

How many man and women are in each quarter of the employer's payroll

- Women
- Men



<sup>1</sup>The figure that falls in the middle of the range of salaries when they are lined up by smallest to largest

<sup>2</sup>Sum of all employee salaries added together and divided by the number of employees

# Orsted Power (UK) Limited 2018 Gender Pay Gap

## Orsted Power (UK) Limited

### Gender pay gap

Defined as how much, on average, men earn more than women in Orsted Power (UK) Limited



### Bonus pay gap

Defined as how much, on average, men earn more in bonus payments than women across Orsted Power (UK) Limited



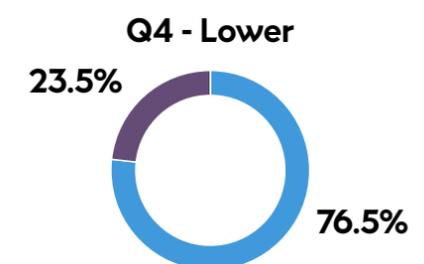
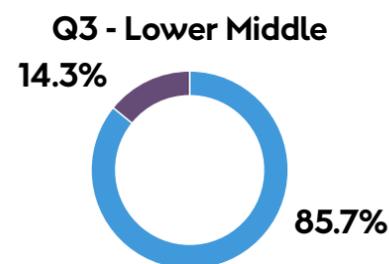
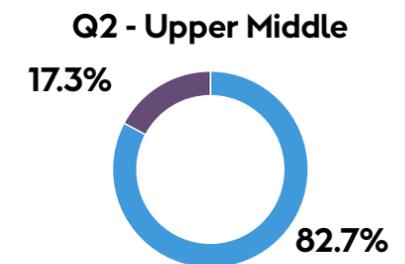
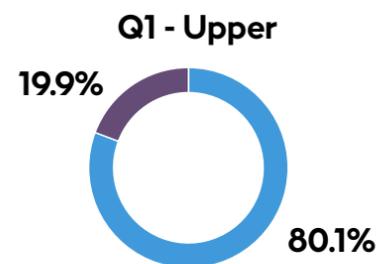
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## Our gender pay gap

Whether we are comparing the data for Orsted Power (UK) Limited or looking at the whole of our UK organisation, at an aggregate level our gender pay gap remains comparatively small. Whilst this is clearly encouraging for a business with ambitions to eradicate the gap entirely, it shows we still have some work to do in particular areas.

Indeed, there have been some slight increases in the pay gap in some areas, although we have had decreases elsewhere. For example, representation of women in our top quartile of senior managers has seen a modest increase. This correlates with the increase in talent programmes over the last 12 months which are aimed specifically at getting more women into senior roles in our organisation.

More generally, we were instrumental in ensuring that a target for the number of women in our industry was included in the recent Sector Deal for offshore wind. The target has been set at 33% by 2030, with an aspiration of reaching 40%. We are committed to achieving this target as we can see that women are underrepresented at all levels in our business. To help address this, we have launched a new talent pipeline strategy which aims to provide more opportunities for women across the business to grow and develop their careers with us and realise their full potential.

We are a founding sponsor of POWERful Women, an organisation that helps advance the careers and provide increased leadership opportunities for women across the UK energy industry. Our own grass roots Women in Ørsted group has grown to over 100 active members in the past year. The group has now grown outside its UK roots to include colleagues from right across our global footprint. The group does invaluable work to raise awareness of gender-related issues, suggest actions for improvement and, through a series of events, helps start employee conversations focussed around gender diversity.

In 2018 we launched a Diversity & Inclusion Steering Committee. The Committee has representation from across our UK management team and includes employee representatives from the Women in Ørsted group. It has focused on delivering an agenda centred around the key areas of workforce diversity, inclusive behaviours and continuous improvement. Actions and recommendations from the Committee lead to our work with external partners, including Equal Approach, who have independently reviewed our recruitment process. In this case, we have agreed to implement a clear set of recommendations that it is hoped will make our end-to-end recruitment processes increasingly diverse and inclusive.

Other initiatives underway include a mentoring programme for women and diversity awareness training for all managers. It is hoped that, together, these actions will reduce our gender pay gap and result in an even more diverse and vibrant workplace.

A handwritten signature in black ink, appearing to read 'M. Wright'.

**Matthew Wright**  
Managing Director,  
Ørsted UK