

Orsted UK's overall 2019 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

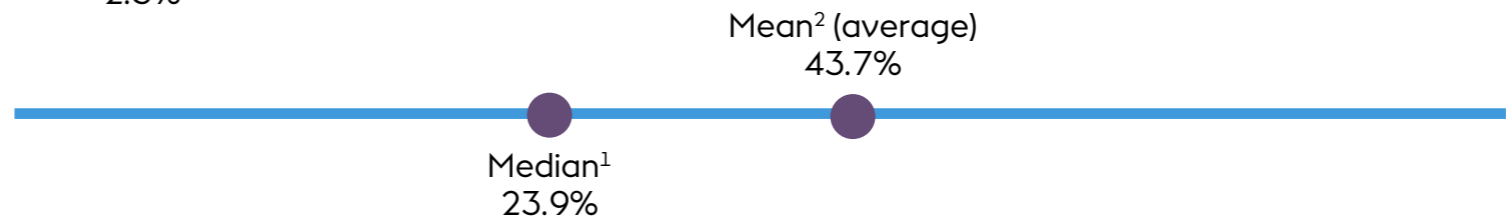
Gender pay gap

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

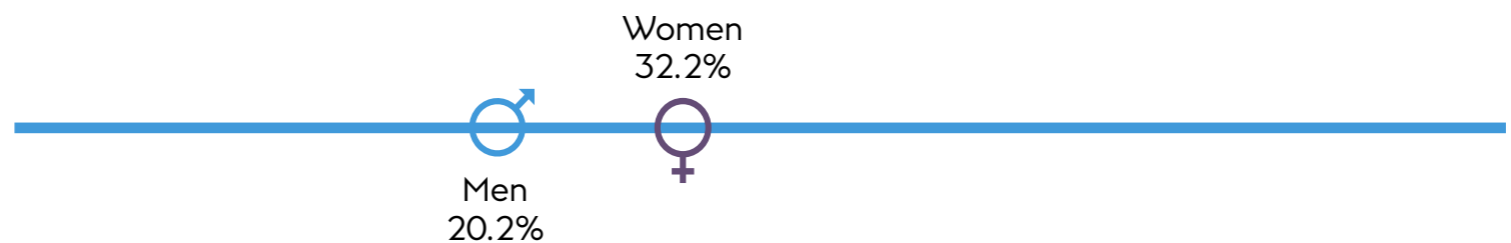


Bonus pay gap

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



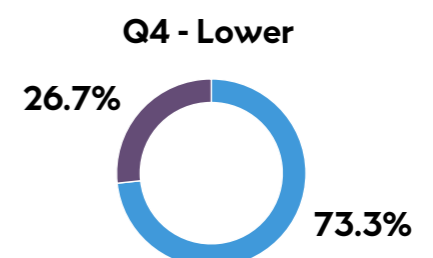
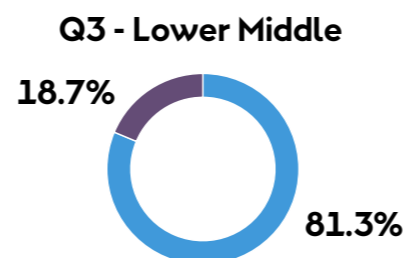
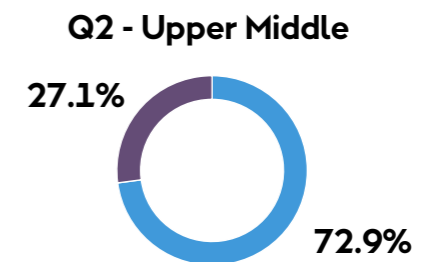
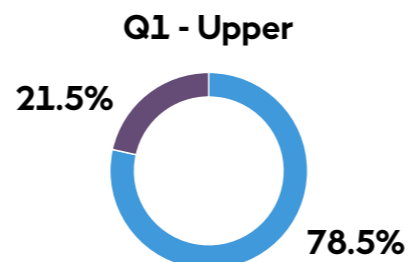
Proportion of those who received a bonus by gender



Pay quartiles

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

- Women
- Men



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

² Sum of all employee salaries added together and divided by the number of employees

Orsted Power (UK) Limited 2019 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



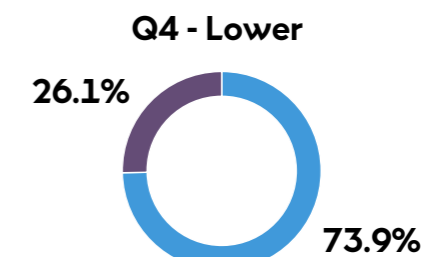
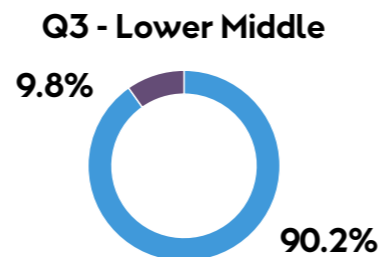
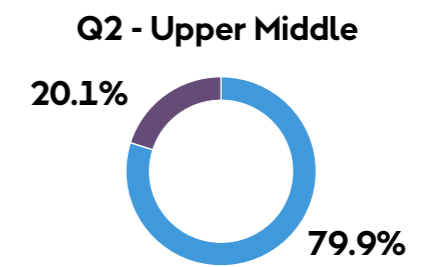
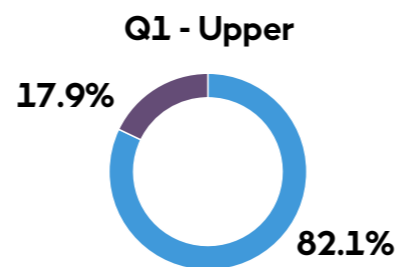
Proportion of those who received a bonus by gender



Pay quartiles

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

- Women
- Men



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

²Sum of all employee salaries added together and divided by the number of employees



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.

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 of 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.

For the results included here, Orsted UK refers to the entirety of our UK Business whereas Orsted Power (UK) Limited refers to a subset of this, our Offshore business which it is our legal requirement to disclose.

Our gender pay gap

Our Median gender pay gap has shifted and women are now paid 2.5% more than men, a larger gap than last year. However at the Mean, Women are paid 6.9% less than men, similar to last year, which remains disappointing given our strong focus on putting in place measures to bring this down.

With regard to our bonus pay gap we are clear that we have more work to do. The percentage of Women receiving a bonus is higher than the number of men in our company, however the gap in the Median bonus is 23.9% and 43.7 for the Mean. This is affected by the uneven distribution of women across the pay quartiles and bonus amounts, and by some key projects completing and bonuses reflecting the successes there.

In last year's Offshore Wind Sector Deal, we were instrumental in pushing for a target on the number of women in our industry. We have also seen a reduction in representation of Women in our highest quartile as well as our lower middle quartile. It is encouraging that our upper middle quartile has seen an increase as a result of internal promotion and our lower quartile has seen an increase as we recruit more female apprentices.

Last year we stepped up our activities around developing our talented women in Ørsted and began our first Women's Mentoring scheme. We are looking to bring through a 2nd cohort later this year to ensure we created opportunities for our women to thrive. We also directed focus to our managers by putting every people manager through an engaging diversity and inclusion workshop. Managers were challenged and held to account on a variety of areas of diversity, including gender, and we will extend that this year.

A handwritten signature in black ink, appearing to read 'Duncan Clark'.

Duncan Clark
Head of Region UK