



# Wind Power UK's 2017 Gender Pay Gap

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

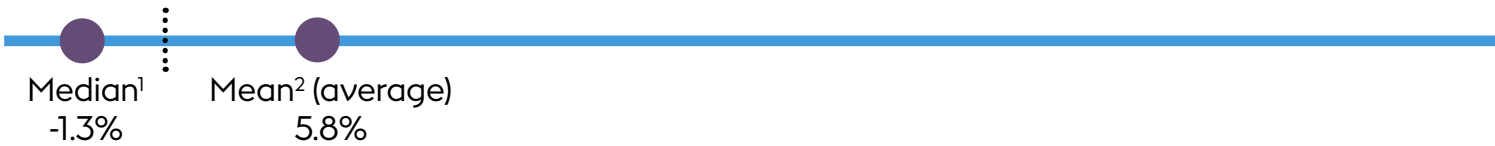
The gender pay gap is a measurement of the difference between the hourly pay and average bonuses of all Ørsted Wind Power UK employees by gender.

From 2018, gender pay gap reporting is a legal requirement in the UK. This is a very important step forward for the business as it ensures transparency about gender based pay. Having an inclusive and diverse workforce is a fundamental requirement for our overall success. Reporting of this nature helps us to see where we might have issues and to find solutions that will benefit our employees and reflect our values.

## Ørsted Wind Power UK

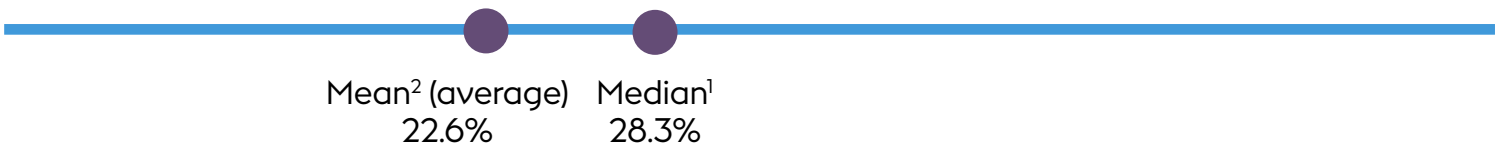
### Gender pay gap

Defined as how much, on average, men earn more than women in the Ørsted Wind Power UK



### Bonus pay gap

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



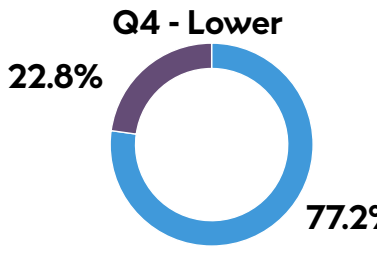
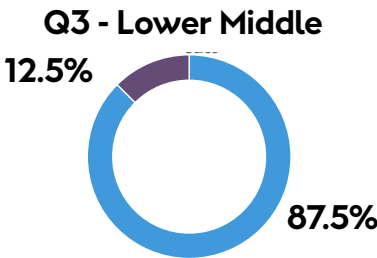
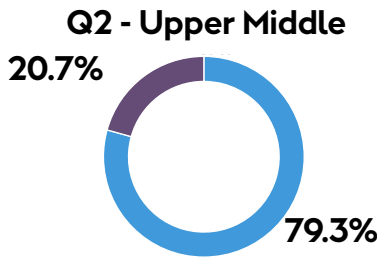
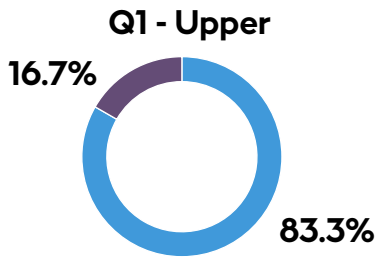
### Proportion of those who received a bonus by gender



### 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

### **What are the causes of our gender pay gap?**

Whilst our pay gap is low, 5.8% in comparison to UK average for 2017 of 18.4%<sup>3</sup>, the UK energy industry as a whole suffers from a lack of gender diversity at all levels. Recruiting from a limited pool of gender diverse candidates poses challenges in getting the right mix of people into our company.

### **Taking steps to close the gap**

As is evident from our own data, there is still more to do if we are to close the gap down to zero, which is our ambition. We are an equal opportunities employer and we are guided by a strong set of company values and a code of conduct. With gender diversity being a recognised industry challenge we are taking steps to help find solutions. Through our Community Benefit Funds and other strategic initiatives, we are providing financial support to promote the development of women in STEM<sup>4</sup> subjects at Primary, Secondary and University level. We are also providing employee role models which help showcase successful career opportunities for women in commercial, technical and leadership roles.

We were a founding sponsor of POWERful Women, which is an organisation that helps advance the professional development and leadership of women across the UK's energy sector. Working with POWERful Women allows us to learn and share best practice from within our industry on how we can both close the gender pay gap and also bring more women into the energy sector. In the regions where we live and work, such as the Humber, we are supporting initiatives like the Women into Manufacturing and Engineering (WiME) scheme. This is aimed at inspiring women to work in the manufacturing and engineering sectors.

For our employees, the same training, development and talent management programme opportunities are open to all. We also have schemes focussed specifically on finding and developing our talented women; such as our new Spotlight program. Our HR policies are family friendly and designed to retain parents/carers and support them in having a work life balance that suits them, their family and the needs of the business.



**Matthew Wright**  
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Ørsted UK

<sup>3</sup> Office for National Statistics Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results

<sup>4</sup> Science, Technology, Engineering and Mathematics