



Working hours

We see human rights as fundamental principles for protecting our employees' dignity and ensuring freedom and respect, both in our own operations, in relation to our business partners, and in the communities we are a part of. We believe they are fundamental to ensuring social sustainability within our company.

In connection to this, we see respect for our employees' labour and employment rights as core to protecting our employees' human rights, but also as the foundation of our company culture with respect for people.

Ørsted actively works to ensure a sustainable, responsible, and inclusive working environment with fair labour and employment standards across all the markets where we operate.

We aspire to adopt and maintain fair employment terms and benefits in accordance with applicable laws. In the countries where Ørsted has entered into collective agreements, terms of employment and benefits will also be in accordance with these.

Fair employment terms include that weekly working hours must not exceed 48 hours of work per week on average within a period of four months, and additional overtime must not exceed 12 hours per week, unless otherwise stipulated by applicable laws, local agreements, and collective bargaining agreements, where applicable. A 60-hour limit applies across all the markets where we operate, including in countries where national law either exceeds the 60 hours per week limit or does not set maximum weekly working hour limits, as we want to promote work-life balance for all employees at Ørsted and support a sustainable working life. In countries with local laws that stipulate an average weekly working hours less than 48, this local law applies.

For certain employee groups working in shift schedules, the average weekly working hour limit and maximum weekly working hour limit stated above may apply in average on a monthly basis, in accordance with applicable laws, local agreements, and collective bargaining agreements, where applicable.

Overtime work should be infrequent, consensual, and in line with industry standards, applicable laws, regulations in the country of operation, and any applicable collective bargaining agreements. However, as Ørsted operates in an industry with critical infrastructure, required overtime may occur in case of business-critical needs. When arranging overtime, due consideration will be given to employees who require special accommodation (e.g. pregnant or nursing employees or employees with disabilities).

Compensation for overtime work is remunerated either as an integrated part of the base salary or with separate economical compensation or time-off in lieu subject to the employment contract, market practice, applicable laws, collective bargaining agreements, and local agreements, where applicable.

You can find more information about our commitment to ensure a sustainable, responsible, and inclusive working environment in our global policies on human rights, on diversity of inclusion, and on bullying, discrimination, and harassment.

You can also find more information about our employment terms and benefits in the different countries on Vital.

Henriette Fenger Ellekrog

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