

# Orsted UK's overall 2020 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 business' overall success. We therefore fully support the goals of gender pay gap reporting and 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

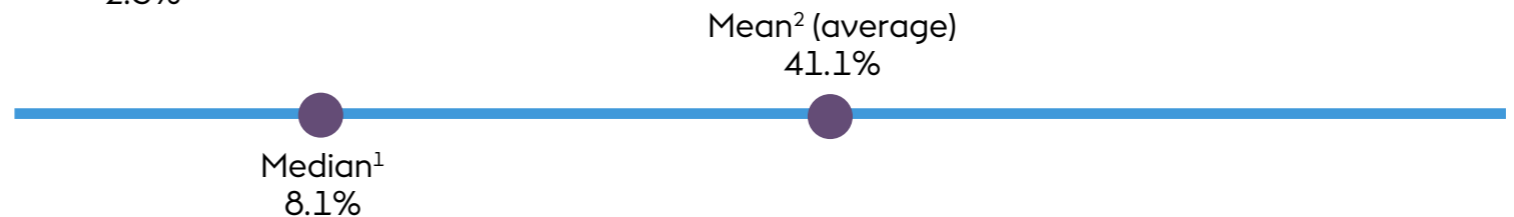
### Gender pay gap

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

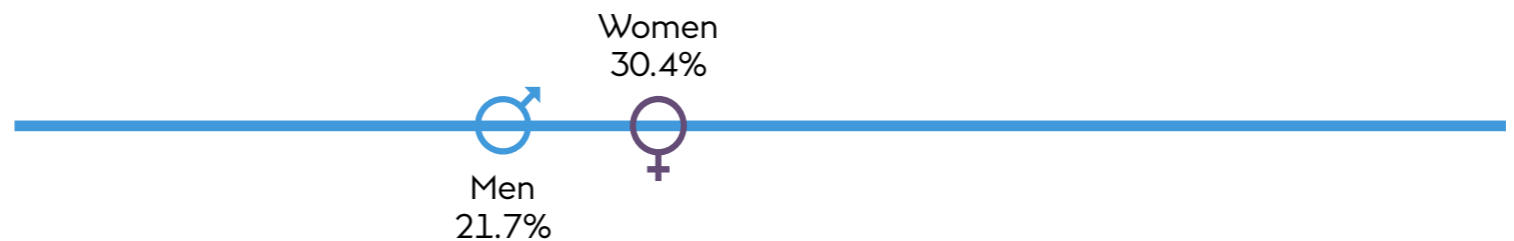


### Bonus pay gap

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



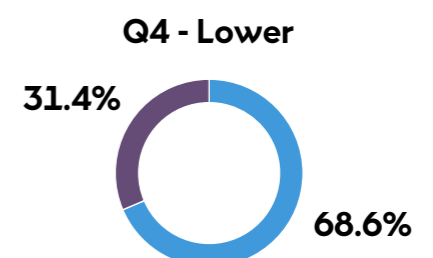
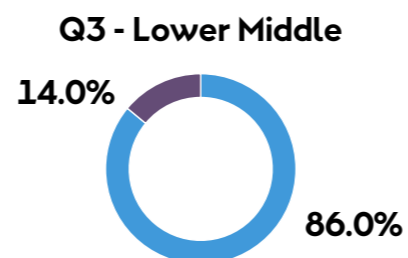
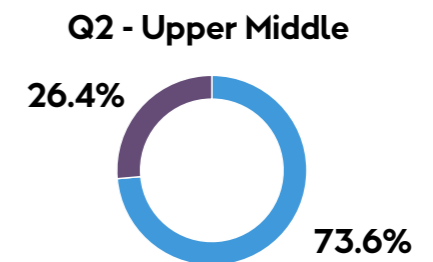
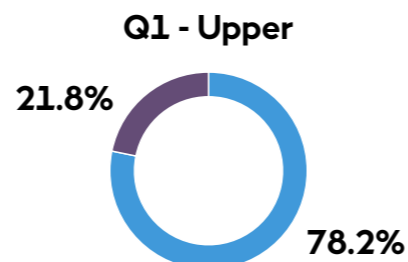
### Proportion of those who received a bonus by gender



### Pay quartiles

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

- Women
- Men



<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 2020 Gender Pay Gap

## Orsted Power (UK) Limited

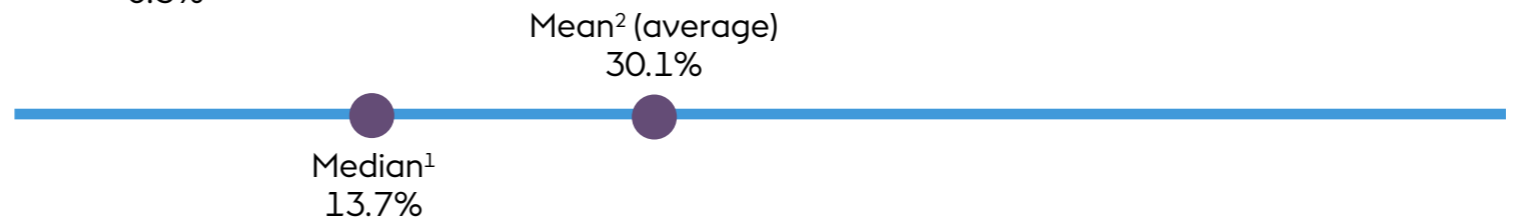
### Gender pay gap

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



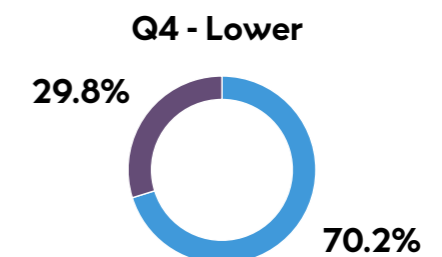
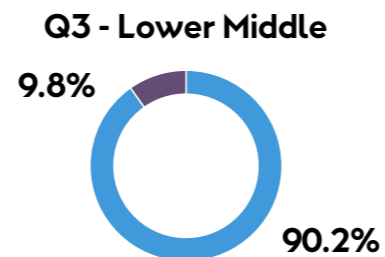
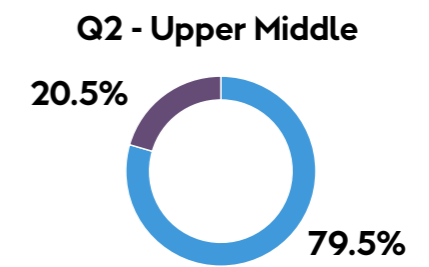
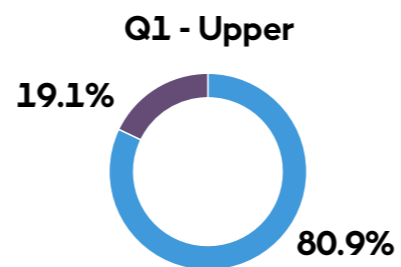
### Proportion of those who received a bonus by gender



### Pay quartiles

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

■ Women  
■ Men



<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 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. This provides a comparison of pay considering all roles and all organisational levels, which is a legal obligation on all the companies.

At Ørsted, we believe that having an inclusive and diverse workforce is a fundamental requirement for our business' overall success. We therefore fully support the goals of gender pay gap reporting and each year we go 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 with regards to closing the 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. The comments below refer only to the entire Orsted UK figures.

## Our gender pay gap

Our Median gender pay gap remains the same as last year with women continuing to be paid 2.5% more than men. However, at the Mean, our female colleagues are paid 6.1% less than men. This Mean gap is slightly smaller than the previous year (6.9%), and more work still needs to be done if we are to eliminate the gap entirely.

Our bonus pay gap has also contracted, however remains unsatisfactorily high. The percentage of women receiving a bonus remains higher than the number of men with 30.4% receiving a bonus compared to 21.7% of men, however the gap in the Median bonus is 8.1% (previous year: 23.9%) and for the Mean 41.1% (previously 43.7%). This is affected by the uneven distribution of women across the pay quartiles and bonus amounts.

Women in 2020 made up 23.8% of our total employees, compared to 24.2% in 2019. We are working hard to continue the recruitment of talent from all sectors of industry. Our vision is, with our employees, to create an inclusive working environment where all our colleagues can thrive.

In 2020, the year saw a slight increase in the representation of women in our highest pay quartile, to 21.8% from 21.5%, however female representation fell in the Upper Middle and Lower middle quartiles which is very disappointing. An increase of women in our Lower quartile to 31.4% from 26.7% shows an improving pipeline, notably with our increased number of female apprentices, we hope to address our balance in other quartiles as we invest in the development of our people.

In the period covered by this report (2020), since 2019 we have introduced several initiatives and activities to accelerate our development as a company where everyone can thrive, perform, and grow. Our UK leadership team have made Diversity & Inclusion action plans and have professional objectives embedded within their strategic priorities.

We have continued our outreach activities with Teach First and the Youth Zone to encourage a diverse group of people into STEM. We have also taken learnings from our approach to apprenticeship recruitment to shift away from experience and focus further on skills. We have increased our paid paternity leave to 6 weeks and made improvements to our parental leave policies.

We are committed to building an inclusive culture and fully support the more than 1,100 members of Ørsted's inclusion networks who are working to promote diversity and inclusion. These Ørsted networks originated in the UK and include a focus on gender, LGBTQ+, disabilities, race, and ethnicity. This year we will launch our inclusion index framework to better support Executive Committee areas in identifying opportunities, pain points and recommendations for how to drive diversity and inclusion related activities.

**Duncan Clark**  
Head of Region UK