

GENDER PAY GAP REPORT 2019



We have a passion for what we do, to create a future where everyone has access to affordable low carbon energy. At RES we need a diverse workforce where everyone is rewarded fairly for what they do and the contribution they make to deliver our vision. We are fully supportive of the UK Government's requirement for companies with over 250 employees to publish annual returns on their gender pay gap.

RES GENDER PAY GAP:

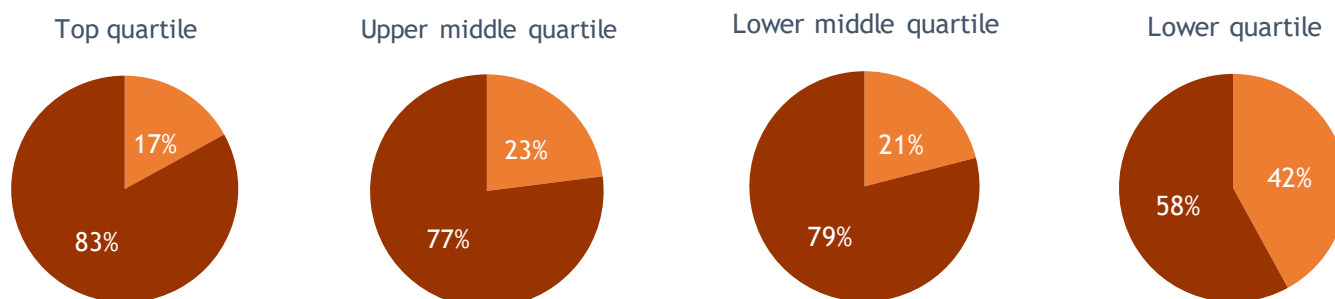
Hourly rate:



24.5%
Mean hourly
gender pay gap

21.5%
Median hourly
gender pay gap

Proportion of males and females in each pay quartile:



Bonus pay:



96.3% of males
received a bonus



97.8% of females
received a bonus

49.2%
Mean bonus
gender pay gap

29.2%
Median bonus
gender pay gap

WHAT RES IS DOING TO IMPROVE:

We remain committed to supporting women within our organisation and the wider renewables industry. With all our actions, we focus on creating an inclusive environment where diverse voices are heard and respected across our organisation. Our diversity and inclusion strategy supports a number of initiatives to reduce the gender pay gap; we've taken actions to improve the recruitment, retention and progression of women within our business.

Over the last year we have reduced our median gender pay gap and seen an increase in the number of women in our upper pay quartiles. There has been an increase in our mean pay gap since the last reporting period, mainly due to more women in our business purchasing childcare vouchers and increasing their pension contributions.

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Chris Marsh, Group HR Director