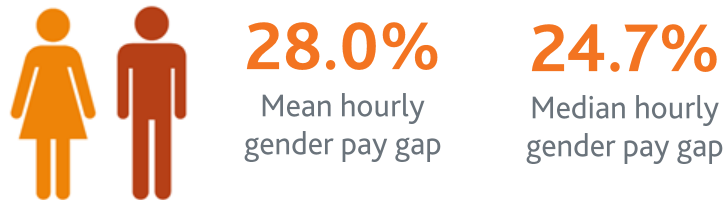


# GENDER PAY GAP REPORT 2017

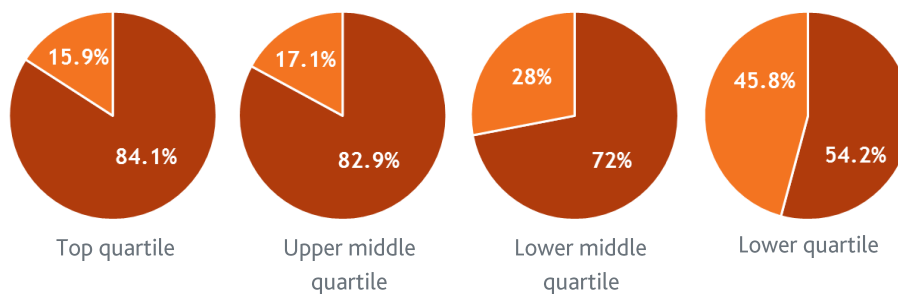
We have a passion for what we do, to create a future where everyone has access to affordable low carbon energy. At RES we need a diverse workforce where everyone is rewarded fairly for what they do and the contribution they make to deliver our vision. We are fully supportive of the UK Government's requirement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

## RES GENDER PAY GAP:

Hourly rate:



Proportion of males and females in each pay quartile:



Bonus pay:

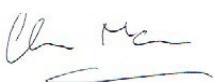


## WHAT RES IS DOING TO IMPROVE:

We fully acknowledge that our figures for 2017 could have been better and we recognise there is more we need to do to address the gender pay balance across our workforce. We are starting out on our journey to tackle this important issue and remain committed to reducing our gender pay gap through focusing on recruitment, training and career progression opportunities, in order to increase the diversity across our leadership and senior management.

We will be striving to ensure that any actions we take not only support the women within our organisation but enable us to continue to attract female candidates to RES and into the wider renewables industry as a career choice.

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



Chris Marsh, Group HR Director