

GENDER PAY GAP REPORT 2018

We have a passion for what we do, to create a future where everyone has access to affordable zero 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:



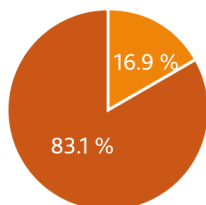
20.2%

Mean hourly gender pay gap

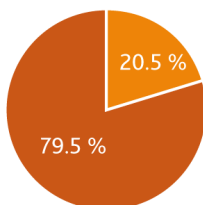
21.9%

Median hourly gender pay gap

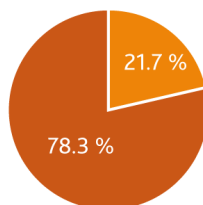
Proportion



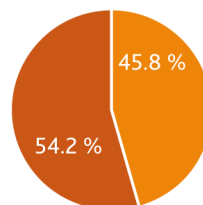
Top quartile



Upper middle quartile



Lower middle quartile



Lower quartile

Bonus pay:



95.5% of females received a bonus



89.1% of males received a bonus

40.4%

Mean bonus gender pay gap

25.7%

Median bonus gender pay gap

WHAT RES IS DOING TO IMPROVE:

Our diversity and inclusion strategy supports a number of initiatives to reduce the gender pay gap – including more inclusive attraction and recruitment processes, bespoke development programmes for women and regular reviews of career progression opportunities. Over the last year we have reduced our gender pay gap and seen an increase in the proportion of women in our upper pay quartiles.

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.

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

Chris Marsh, Group HR Director