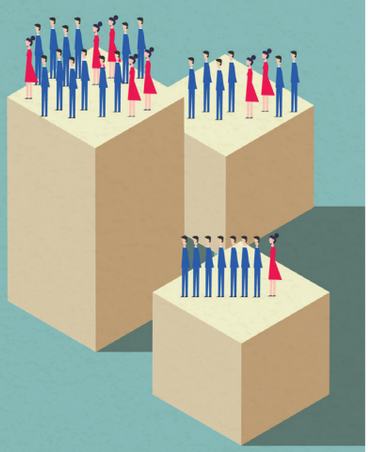
POWERful WOMEN

CASE STUDY OCT 2020



LEADERSHIP AND TARGETS

RWE

ENTRY LEVEL PUSHES TO DRIVE LONGER TERM TARGETS

Across all RWE operating companies in the UK, targets are set in terms of age, gender and internationality. RWE Supply and Trading (RWEST) have developed a young talent programme to ensure the business achieves these targets.

Initially the programme was limited to commercial schemes in trading and risk within the UK and Germany. However, it was found that the majority of successful candidates were male.

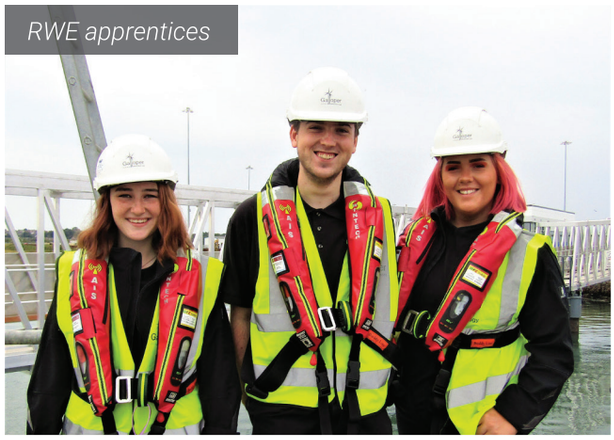
So RWEST set out measures to increase the number of women across all programmes, which is having a positive impact. The actions taken include:

- Working with the business to reduce any gender bias in the selection process, by looking at it from end-to-end – from the application questions through to the assessment centres
- Trialling video interviewing to widen accessibility
- Targeting a wider range of universities and careers fairs
- Using RWE's social media channels to highlight the company ethos and demonstrate diversity within the workplace
- Introducing a wider range of schemes to expand appeal to female talent pools

20%

of all wind turbine technician apprentices female in 2020

RWE - Entry level pushes to drive longer term targets.indd 1 18/11/2020 13:23:12


RWE apprentices

There are currently four graduate schemes in three countries in addition to apprenticeships and 'Year in Industry' placements. The proportion of women in the global graduate intake has more than doubled: in 2019, female representation in our young talent programmes increased to almost 50%.

Diversity is very much on the agenda of the RWE Board , and reporting is directly linked to Human Resources' Key Performance Indicators and reported quarterly. This includes the number of female compared to male appointments, grade, internal appointment ratios of men and women, and the number of part-time employees. This proactive approach enables analysis and discussion at a senior level and delivery of actions if required.

RWE Renewables have made great strides towards the objectives of age, gender and internationality within the workforce, with 50% of the global RWE Renewables Board being female.

The company has come a long way since hiring its first female offshore wind turbine technician (WTT) apprentice in 2013. The company analyses diversity data for recruitment in all roles: although only 3% of total applications for WTT apprentices over the past two years were from females, something which still needs to improve, the intake of female apprentices was 75% in 2019 and in 2020 20% of the total apprentices were female. Managers are at the forefront of driving this change by recognising the importance of robust and fair processes.

There are still systemic challenges in hiring females into an industry frequently designed and built for a male default. We are confident that some of these difficulties will be addressed collaboratively across the industry through the Offshore Wind Sector Deal, which has set a clear target to employ at least 33% women in the offshore wind workforce by 2030.

RWE graduate programme