



ATTRACTING AND DEVELOPING TALENT

WOMEN'S MENTORING PROGRAMME SUPPORTS ØRSTED'S GENDER DIVERSITY ASPIRATIONS

Ørsted is committed to increasing the share of women in executive and managerial positions. Gender representation at mid and top-level management remains a key challenge but the company is working towards 22% women in top 100 management positions and 30% women at mid-management level by 2023.

Diversity fosters creativity and innovation, which in the end drives business growth and creates an environment in which everyone can thrive, perform, and grow. Employee networks like Women in Ørsted are an essential forum for people to share their ideas on how to build a better company and a powerful advocate for change.

A key focus area for the group has been the availability and quality of mentoring resources available to women and so Ørsted was proud to launch its Women's Mentoring Programme. This supports women of all levels in the organisation to accelerate their development and support the next generation of talent who will enable the company's continued growth, innovation and success

In its first year the programme paired 24 mentors and mentees – a first step to building an internal cadre of professional mentors. Ørsted has exciting plans to further develop the programme and ensure it remains a key part of its future talent development plans.

The Women's Mentoring Programme is important because it has a real, tangible impact - helping train and support future leaders and improve representation of women at a senior level both in the company and across the sector.



“Being a mentor provides a supportive and safe place for concerns to be discussed and it’s invaluable to be able to give advice and experience from a female perspective, having been through similar challenges myself. It’s easy to overlook how our professional development is shaped by the experiences we’ve had and situations we’ve dealt with throughout our careers, so to be able to use them to help someone else at an earlier stage of their career is incredibly rewarding.”

Emily Spearman,
Head of Quality Assurance,
Offshore Division (Mentor)



“I am quite new to Ørsted and the mentoring programme has been incredibly helpful for me. It’s so valuable to be able to speak to someone who is experienced, has travelled the world and had a variety of senior roles. The opportunity to have their objective viewpoint on my career and to be able to confide in them, learn from them and develop my skills has been fantastic.

My background has meant that I haven’t really had access to female role models in senior managerial positions, so being able to speak to someone like that has helped me to see situations differently and positively redefine how I see myself and the aspirations I have for my career.”

Lauren Little,
Stakeholder Advisor,
Offshore Division (Mentee)



mentors and mentees paired in the first year