

Developing women through sponsorship and supporting working parents



In 2023 Ørsted continued to focus on creating and maintaining an inclusive and equitable working culture for women. An emphasis was placed on the development of women through sponsorship and targeted support for working mothers who aspire to be the company's future leaders.

Sponsorship shows results

Ørsted progressed with the advocacy and development of its women through its sponsorship programme. The ongoing initiative matched women with the organisation's top leaders known as the Global Management Team. Each sponsor worked with a maximum of two women.

In April 2023 a review of the success of the programme was undertaken. It found that of the 43 women who were sponsored, 39% had been promoted and 11% had taken advantage of Ørsted's internal global mobility opportunities to move, work and develop in another country. Furthermore, another 6% of sponsees had been promoted to a senior People Leader position. The results highlight that Ørsted's investment in the development of women is paying off and it is seeing its diverse talent grow.

39%

of women who were sponsored have been promoted





Targeted support for working parents through Leaders Plus

Ørsted recognises the impact of having a family on an individual's career, particularly working mothers. Office of National Statistics data in 2022 highlighted that 4 in 5 women have children by the time they are 45, but their career often stalls. This is particularly stark in the energy industry where less than 14% of leadership roles globally are held by women.

To tackle this challenge, Ørsted has partnered with Leaders Plus, a social enterprise that focuses on developing managers who are parents with young children into senior roles. The programme connects participants, known as fellows, with an inspiring mentor who encourages fellows to go for the right development opportunities particularly when confidence is low and the path forward may not be clear. Ninety percent of Ørsted fellows are women and to date 87.5% of Ørsted employees who have completed the programme have been promoted. Ørsted's partnership with Leaders Plus continues to be an outstanding success for the organisation and positively contributes to the delivery of Ørsted's 60:40 Gender Ambition.



87.5%

of Ørsted employees who have completed the Leaders Plus programme have been promoted



“A continued emphasis on developing, sponsoring and advocating for our diverse talent at Ørsted is critical to delivering our vision of creating a world that runs entirely on green energy. These steps we've taken help us create a path to this vision, by supporting talent at key life and career moments and developing the leaders who help us move forward.”

Nicholas Creswell
Head of Global Culture & Talent

