

A photograph of a wind turbine on a grassy hill. The turbine is white and stands prominently in the center-left of the frame. The foreground is filled with tall, dry grasses. In the background, there are rolling hills and a body of water under a cloudy sky.

# **Vattenfall UK Gender Pay Gap 2022 Report**



**VATTENFALL**



# Our business

## Fossil free living within one generation

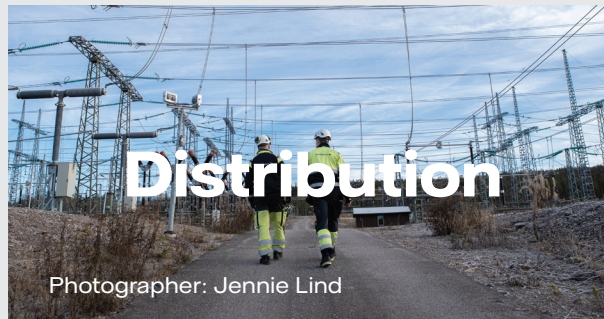
At Vattenfall we aim to be a leader in the energy transition. Our goal is to enable fossil-free living within one generation as a profitable energy business, aiming for Net Zero in our full value chain by 2040.

We **openly** invite everyone to join us in making fossil free living within one generation a reality and rely on diverse perspectives, knowledge and experience.

We embrace being open and **actively** safeguard equal opportunities ensuring that everyone can free their superpowers and actively contribute.

We recognise how diversity and inclusion enriches us (**positive**) and that contribution is only possible if we foster a diverse, inclusive, sustainable and **safe** work environment, in our organisation and beyond.

At Vattenfall, we believe diversity and inclusion is natural part of our daily business only a diverse mix of individuals can make fossil free living happen together.



# Fossil free living within one generation

## Introduction



**Anna Borg**  
**President and Chief Executive Officer (CEO)**

Diversity is who we are and Inclusion is about how we behave. By fully representing all members of society we include everyone in achieving fossil free living. By speaking out about the value of diversity and inclusion we influence those beyond our own organisation.

Vattenfall continues to aim for equality between sexes and in particular female figures within our organisation. We have a defined D&I strategy to become a more diverse and inclusive organisation and the work that has continued to be delivered in line with our D&I strategy is evidence of our progress towards a more diverse and inclusive organisation.

In Vattenfall we believe in having an open culture. Our approach is to embed diversity and inclusion in everything we do, including opportunities based on competencies, performance, and development, to enrich our lives and our work, because that leads to better business results.

We continue to be a member of the international Equal by 30 initiative, with our commitment towards equal pay. We confirm that the information and data provided in this report is accurate and in line with mandatory requirement.

A handwritten signature in black ink, reading 'Anna Borg'.

**Equalby30**

PUTTING GENDER EQUALITY  
AT THE HEART OF THE  
GLOBAL TRANSITION TO  
A CLEAN ENERGY FUTURE



**Claudette Monaghan**  
**Vice President, People and Culture**

Vattenfall continues with high and clearly-defined goals in terms of strengthening diversity in the company.

Our aim remains to promote an environment where all of our employees are paid fairly for their contribution to the success of our business. The past years' results, show that employees support the D&I work and see Vattenfall as fair, egalitarian and inclusive.

Our annual employee engagement survey contains questions specifically related to diversity and inclusion and offers opportunity to anonymously share thoughts.



Measuring Diversity and Inclusion has helped us understand, where in the organisation we need to invest to attract, retain, enable and enhance our employee value proposition. This also supports target setting to assist us to know when we're successful.

By working according to our principles: Open, Active, Positive and Safety, we continue to be more diverse and inclusive. Embedded in our culture, diversity and inclusion is integral to how we do things.

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



**Vattenfall is an international organisation with approximately 20,000 employees worldwide.**

In UK, Vattenfall is represented by four business entities: Vattenfall Wind Power Ltd, Vattenfall UK Heat Ltd, Vattenfall Networks Ltd and Vattenfall Network Solutions Ltd, with total headcount of 407 employees in 2022, with majority employees in Wind, where Vattenfall has an obligation to file Gender Pay Gap report.

Headcounts (as of 5th April 2022)

Vattenfall Wind Power Ltd - 349

Vattenfall Heat Ltd - 48

Vattenfall Networks Ltd - 8

Vattenfall Network Solutions Ltd - 2

Vattenfall Wind Power Ltd is required to publish an annual gender pay gap report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender pay gap calculations are based on Vattenfall payroll data drawn from a specific date,

which is called "snapshot date". For Vattenfall, as well as for the purposes of this report, it is 5th April 2022. The gender pay gap is the percentage difference between average hourly earning for men and women.

We are committed to equal opportunities and equal treatment for all employees. As part of our commitment we carry out regular pay and benefit audits, evaluate job roles and pay grades to ensure fairness across all our businesses within UK.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our pay gap is because men and women work in different roles and those roles have different salaries.

# Vattenfall UK (including Wind, Heat and Networks)

## Gender Pay Gap

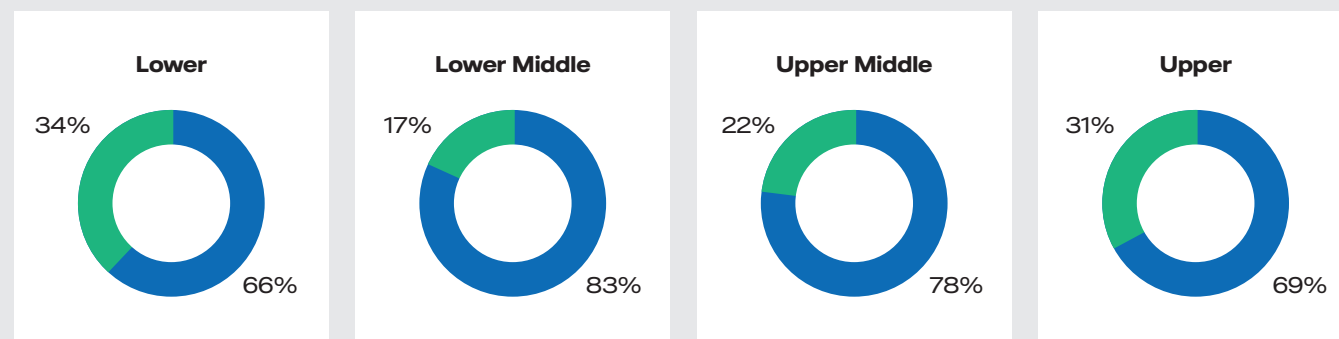
**Mean Gender Pay Gap** = the difference in the average hourly rate of pay between male and female employees

**Median Gender Pay Gap** = the difference in mid-point hour rate of pay between male and female employees

Pay Gap - 2022	
Mean	-5.07%
Median	-8.31%

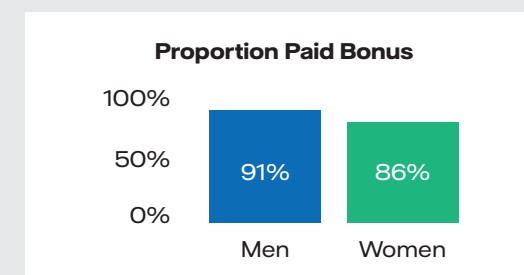
**Pay Quartiles** ■ Men ■ Women

There are job specific factors which are also relevant to the cause of the pay gap, particularly where more men are typically earning additional call out and unsocial hour allowances compared to women.



At Vattenfall, our ambition is to establish diversity and inclusion as a natural part of our daily business – in everything we do.

Proportion of Men and Women receiving Short Term Incentive (Bonus)



Short Term Incentive (Bonus) Gap	
Mean	-9.82%
Median	-0.17%

# Vattenfall Wind Power Ltd UK Gender Pay Gap

These results have been reported to the UK Government

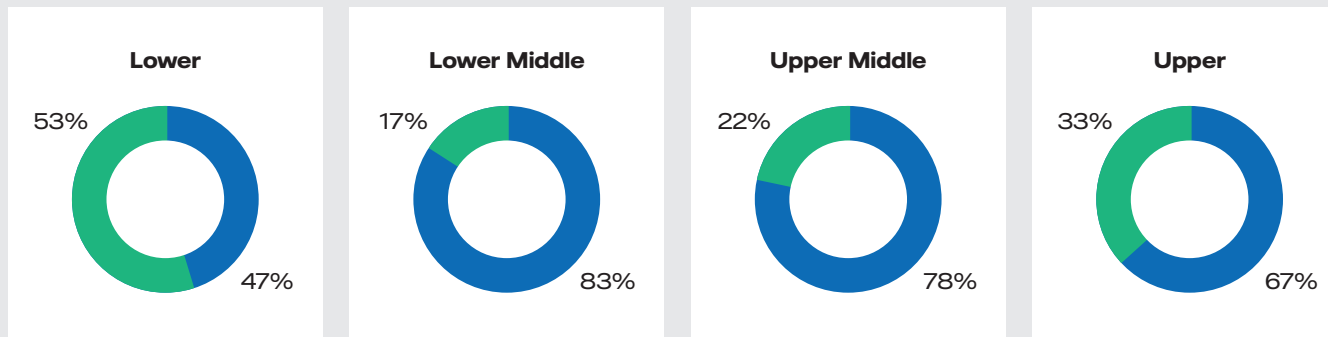
**Mean Gender Pay Gap** = the difference in the average hourly rate of pay between male and female employees

**Median Gender Pay Gap** = the difference in mid-point hour rate of pay between male and female employees

Pay Gap - 2022	
Mean	6.17%
Median	11.40%

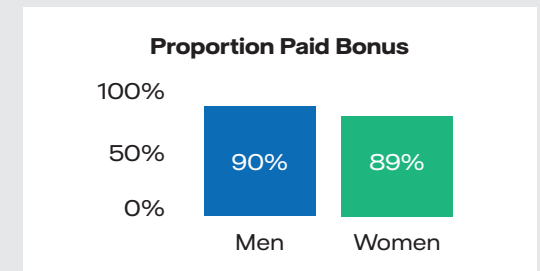
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Proportion of Men and Women receiving Short Term Incentive (Bonus)



Short Term Incentive (Bonus) Gap	
Mean	-0.11%
Median	9.45%





Photographer: Jennie Lind





## Analysis of our 2022 Pay Gap

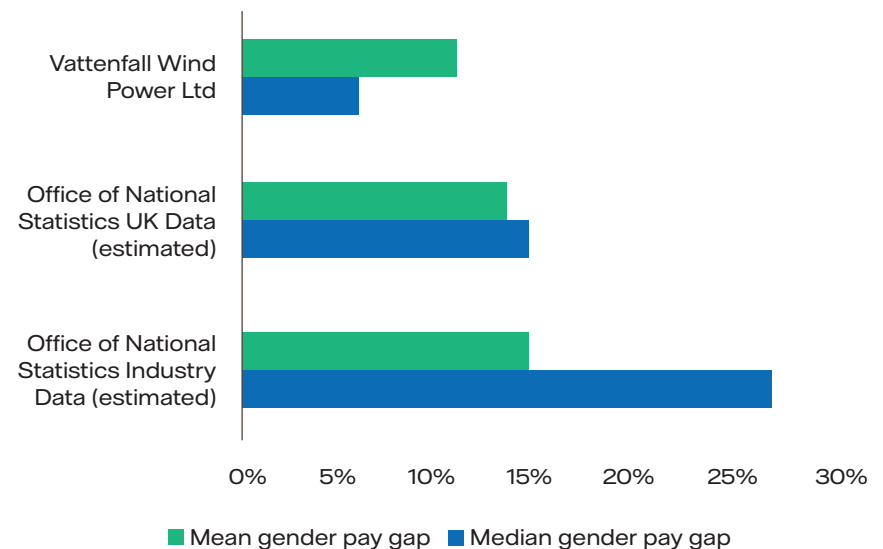


Our results show positive comparison to UK data and Industry data provided by Office of National Statistics (ONS). Although ONS provides an estimated data, estimation of National (UK) data is considered to be of good quality, where's UK Industry data is considered to be of reasonable quality.

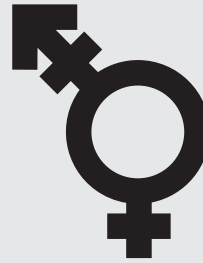
Gender pay gap – Office for National Statistics ([ons.gov.uk](https://ons.gov.uk)).

Whilst we can be pleased with the progress we are making, our work programme is designed to take us further again towards gender pay equality.

Gender Pay Gap Comparison table







## The Future



Vattenfall are officially a member of Inclusive Employers. Established in 2011, the membership organisation supports employers through various initiatives and ways to create truly inclusive workplaces. Our benefits as a corporate member (>1k employees) include access to a variety of learning tools and webinars, access to exclusive membership events, discounted rates for diversity and inclusion qualification for employees, the potential for the Inclusive Employers Standard company accreditation.

### Vattenfall D&I 2020-2023 Strategy

1. Embed diversity and inclusion in everything we do by living our principles
2. Think broadly and drive all dimensions of diversity
3. Include everyone; our managers will lead the way



In 2022 external independent assessment was carried out by Investors in People, where Vattenfall UK was assessed against a specific framework to understand how we are leading, supporting, and improving our people and have a culture of physical, social, and psychological wellbeing.

Following the assessment which included contributions from our UK employees, Vattenfall UK was delighted to announce two prestigious globally recognised awards from Investors in People; We Invest in People and We Invest in Wellbeing.

We are proud to achieve silver accreditation, something only 15% of organisations assessed by Investors in People achieve.

Achieving both the Investors in Wellbeing and Investors in People accreditations demonstrates and solidify Vattenfall UK's commitment to employee engagement, health and wellbeing.

These accreditations will enhance and promote Vattenfall UK's employer branding and profile within the UK market, highlighting Vattenfall UK as an employer of choice.

**INVESTORS IN PEOPLE®**  
We invest in people Silver

**INVESTORS IN PEOPLE®**  
We invest in wellbeing Silver



We are pleased with the progress we are making in our gender pay gap. We are still committed to doing everything we can to reduce the gap wherever possible by continuing to focus measure against our commitments in the following key areas within Vattenfall UK to enhance our way of working.

- Recruitment and career development
- Retention
- Compensation and Benefits practices
- Diversity & Inclusion strategy
- Policies & procedures
- Equal by 30 initiative
- Investors in People accreditations
- Investors in Wellbeing accreditations
- Member of Inclusive Employers





## International Transformational HRIS

The aim of international HRIS project is to provide Vattenfall with HR Tools and processes that work and that support modern ways of working. The benefits the projects is to have systems and solution that include improved efficiency, easier reporting, improved compliance, and better data management for our employees, managers and our business. This solution will also support our employee life cycle 2023 is the year of majority of our project execution.

## Compensation and Benefits practices

We continue to review, harmonise and audit our reward practices and benefit packages to ensure our approach is free from gender bias, non-discriminatory, fair in all stages of the employee life cycle.

## Retention

Vattenfall focuses efforts on retention. Facilitating internal and external networking, engaging and promoting a variety of female role models, mentoring are all positive steps in attempt to further narrow a Gender pay gap.



## Recruitment & career development

Our recruitment strategy which includes a modern ATS solution is designed to encourage a balanced gender diversity and amongst the shortlisted candidates for a managerial position our approach thrive to always have at least two candidates, one of each gender (equally qualified).

Our Development programmes, we help to define, measure and nurture the culture within Vattenfall. As Vattenfall Management Institute (VMI), we also offer advice, consultation and training programmes to empower leaders to grow and learn.

As part of our global Diversity and Inclusion aspiration, our training and development plans include avoidance of unconscious bias.

## International Equal by 30 initiative

**Equal by 30** is an international initiative to work according to the principles of equal pay, equal leadership and equal opportunities for women in the energy sector by 2030. **The agreement was signed by Vattenfall in 2018** alongside 13 governments and more than 130 organisations worldwide. The initiative is based on the UN's global objectives to promote gender equality.

Vattenfall will continue with our commitment to endeavour to boost gender diversity in the energy sector. The high-level principles are equal pay, equal opportunities and equal leadership by 2030.

Vattenfall was delighted to receive nationally recognised certification which acknowledges our commitment to achieving and sustaining diversity in our workplace and everything we do. Vattenfall achieved over 90%, Gold Standard, Committed to Equality certification, which is a National Equality Standard that demonstrates our commitment to Diversity and Inclusion in the UK.

## Policies & Procedures

Vattenfall UK continue to develop our policies and procedures to enhance our commitment to D&I and ways of working.

## Diversity & Inclusion strategy

At Vattenfall, our ambition to is to establish diversity and inclusion as a natural part of our daily business in everything we do. Embedding diversity and inclusion in everything we do, will be living by our principles:

**Open:** means open to new perspectives, that we challenge ourselves and each other, and that we are conscious of our biases so we can make the best decisions.

**Active:** means we actively safeguard and promote equal opportunities for both potential and existing employees, so we can all develop and contribute with our diverse skills and competence.

**Positive:** means we take a stance and have a clear position in what we say and do and hope to influence those around us.

**Safety:** is about creating security so we can voice our thoughts and maintain work life balance in an environment that is free from harassment and unethical behaviour, no matter who we are.

Our ambition is to also broaden our thinking, to drive all dimensions of diversity and include everyone; our managers lead the way.