

Uniper 2018 Gender Pay Gap

The data provided within this statement covers our two legal entities employing 250 people or more: Uniper UK Ltd and Uniper Technologies Ltd.

What is the Gender Pay Gap?

The gender pay gap is an average difference between male and female employees pay regardless of the actual job that they do. The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same work or equivalent work. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis. Gender Pay reporting legislation requires us to publish statutory calculations every year showing how large the pay gap is between our male and female employees.

Uniper UK Limited Gender Pay Gap Data

Mean & Median
Gender Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	18.4%	21.1%
Gender Bonus Pay Gap	-1.2%	-19.6%

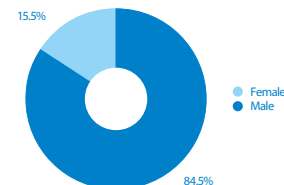
% of Males & Females in each Quartile Band

Quartile	Female	Male
Upper	7.7%	92.3%
Upper Middle	9.7%	90.3%
Lower Middle	14.8%	85.2%
Lower	29.7%	70.3%

Proportion of Males/Females
receiving a bonus

Female	Male
88.5%	93.7%

Uniper UK Ltd.
Snapshot 6th April 2016 – 5th April 2017



Uniper Technologies Ltd.

Mean & Median
Gender Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	22%	31.6%
Gender Bonus Pay Gap	55.8%	0%

Proportion of Males/Females
receiving a bonus

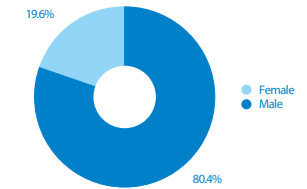
Female	Male
95.9%	96.4%

% of Males & Females in each Quartile Band

Quartile	Female	Male
Upper	8.5%	91.5%
Upper Middle	17.0%	83.0%
Lower Middle	10.6%	89.4%
Lower	42.1%	57.9%

Uniper Technologies Ltd.

Snapshot 6th April 2016 – 5th April 2017



What are the reasons for our Gender Pay Gap?

There are a number of reasons for our gender pay gap.

Primarily it is due to the low representation of females in our organisation. We also have a lack of women in senior roles. In our sector we have the lowest percentage of female engineering professionals in Europe. We still have difficulty attracting females into STEM based roles. This is particularly evident in Uniper Technologies Ltd, which predominantly delivers specialist engineering services.

What action are we taking?

We recognise that we need to encourage more females into our organisation and the energy sector and we are committed to promoting more females into senior roles to redress the under representation at this level.

Uniper, at group level, has voluntarily signed up to an external Diversity Charter within Germany and has established a Diversity Working Group internally across all countries.

This is sponsored by a board member and an ambassador network has been set up to develop measures to increase diversity and inclusion awareness across the group. The Uniper Diversity Improvement Plan 2018 – 2020 contains measures for addressing gender inequality throughout the whole organisation.

Our organisation already has a range of policies in place to ensure males and females are treated equally and with dignity at work. Our Flexible Working policy, the Carers Passport scheme and a Career Break policy are all available to all of our employees regardless of their gender. We use the HAY role evaluation methodology to score our jobs across all grades to ensure our systems of pay are fair and consistent. All of our recruitment and selection is based on an objective analysis and definition of the abilities, skills, knowledge and experience required for the job.

Uniper has joined the Women's Engineering Society to develop external networking opportunities with professional female engineers. In addition Uniper has signed up to the POWERful Women pledge which is a network showcasing female leadership potential in the UK's energy sector.

STATEMENT

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

Felix Lerch
Country Chairman, Uniper UK Ltd

David Potter
Director, Uniper Technologies Ltd

