

Uniper 2019 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. The snapshot date for this report is 6th April 2018 to 5th April 2019.

Summary of results compared to last year

The mean and median pay gap for Uniper UK Ltd has seen a small improvement since 2018. However, we've seen a very slight increase in the mean pay gap for Uniper Technologies Ltd.

We have also seen a change in the mean bonus pay gap for both legal entities since last year, but this is due to a 'one off' payment relating to the Long Term Incentive plan for Executives. The median bonus gap for Uniper UK Ltd can be attributed to the difference in bonus schemes within our collective agreement contracts, which cover the majority of our population. The median bonus gap for Uniper Technologies Ltd remains at 0%.

During 2019, we've seen an increase in the number of women being promoted into senior roles across the UK business. And, as a result, we have an increase in the number of females within the upper pay quartiles for both our legal entities.

Uniper UK Limited Gender Pay Gap Data

Mean & Median Gender Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	18.1%	17.1%
Gender Bonus Pay Gap	60.6%	-5.6%

Proportion of Males/Females receiving a bonus

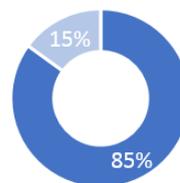
	Female	Male
	98.9%	97.3%

% of Males & Females in each Quartile Band

Quartile	Female	Male
Upper	7.8%	92.2%
Upper Middle	12.3%	87.7%
Lower Middle	14.7%	85.3%
Lower	26.0%	74.0%

Uniper UK Ltd.

Snapshot 6th April 2018 – 5th April 2019



Uniper Technologies Ltd.

Mean & Median Gender Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	26.1%	32.0%
Gender Bonus Pay Gap	87.5%	0%

Proportion of Males/Females receiving a bonus

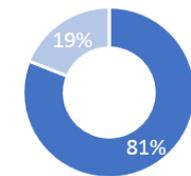
	Female	Male
	95.0%	94.1%

% of Males & Females in each Quartile Band

Quartile	Female	Male
Upper	6.4%	93.6%
Upper Middle	16.5%	83.5%
Lower Middle	11.4%	88.6%
Lower	42.3%	57.7%

Uniper Technologies Ltd.

Snapshot 6th April 2018 – 5th April 2019



What action are we taking?

Within Uniper in the UK we have made good progress this year on promoting Diversity and Inclusion (D&I) and encouraging colleagues to talk about D&I as part of their daily activity, so that it becomes business as usual. We have also held our first company-wide International Diversity Day which was focused around the topic of inclusion. This proved very successful and all our sites in the UK took part.

We have continued to provide unconscious bias training to all managers and have now trained the majority of our UK management population and over 100 non-management colleagues. Our UK D&I Working Group meets regularly to share ideas and drive progress against our UK action plans, with most actions now complete. Topics of discussion have included Neurodiversity, coordination of our STEM activity and our Recruitment and Selection processes.

We have reviewed our recruitment process and have introduced a comprehensive guide to Onboarding and Induction for line managers and colleagues to ensure everyone is supported and has the best start to their career at Uniper. A number of key HR policies have also been updated and relaunched; including Diversity & Inclusion and Dignity at Work. In addition, our carers passport ensures we support those who manage caring responsibilities alongside their job.

During 2020, our focus will be in three areas; 1) flexible working – what this means and how it's applied across the business, 2) to focus on building a diverse work force for the future, by working on our approach to engaging with schools/colleges/universities in our local communities. 3) following on from a successful pilot in 2019, we will roll out Dignity at Work training within the UK over the next two years.

We believe that these topics will not only help to narrow our gender pay gap but also support our ongoing activity, which will focus on all aspects of Diversity and Inclusion.

STATEMENT

We confirm that the information and data provided is accurate.

Mike Lockett
Country Chairman, Uniper UK Ltd

David Potter
Director, Uniper Technologies Ltd

