

# Gender Pay Report.

MHI Vestas Offshore Wind Blades UK Ltd  
**March 2019**

This Gender Pay Report is based on a snapshot of the pay of all MHI Vestas employees as of 5 April 2018, as well as the annual payments and bonuses which were paid between 1 April 2017 and 31 March 2018.

The report has been produced in line with the requirements in the Equalities Act 2010 and associated ACAS guidance "Managing gender pay reporting", 2018.



# Equality and non-discrimination

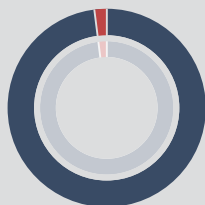
MHI Vestas is a single entity, and our Code of Conduct accordingly seeks to support a single common culture. This culture is one of inclusion and mutual trust, in which everyone who works for MHI Vestas is treated equally with dignity and respect, regardless of race, colour, religion, political conviction, gender, age, national origin, sexual orientation, marital status or disability, or any other characteristic protected by national or local laws. MHI Vestas will not tolerate discriminatory treatment of any kind.

## Therefore MHI Vestas commits to

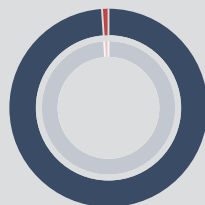
- Using merit as the sole basis for decisions about all aspect of employment, including recruitment, development and promotion;
- Promoting and maintaining non-discriminatory behaviour in all its workplaces

## Proportion male and female in each quartile

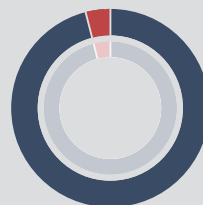
- Percentage female
- Percentage male



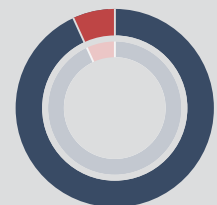
**Lower quartile**  
98 % Male | 2 % Female



**Lower middle quartile**  
99 % Male | 1 % Female



**Upper middle quartile**  
96 % Male | 4 % Female



**Upper quartile**  
93 % Male | 7 % Female

## Gender pay & bonus gap

	Mean	Median
Gender Pay Gap	- 6.6 %	-4.5 %
Gender Bonus Gap	-10.4 %	-4.5 %

## Proportion of employees receiving a bonus

Proportion of males receiving bonus	100.0 %
Proportion of females receiving bonus	100.0 %

## Narrative

Our Wind Turbine Blades Manufacturing business involves laying up of materials into moulds, which are then vacuum sealed and infused with epoxy resin. The 80 metre blades are then trimmed and sanded using power tools, before moving into the paint facility and prepared for transport to the construction location. This is a physically demanding job and so has traditionally been predominately male environment.

Thus, our figures show that we have a high proportion of men at all levels of the business, as shown in the below breakdown of headcounts in each quartile.

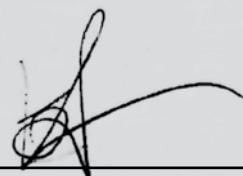
### Distribution of female and male employees

	Female	Male	Total
Lower quartile	2	83	85
Lower middle quartile	1	84	85
Upper middle quartile	3	82	85
Upper quartile	6	79	85
<b>Total</b>	<b>12</b>	<b>328</b>	<b>340</b>



The figure shows that our gender pay gap is substantially below the UK average of **18 percent**. On the Mean measure women are paid **6.6%** more than men. We are striving to hire more female employees to get a more diverse work force, changing the predominantly male work environment. This will also narrow the gender (pay) gap.

All employees are part of our bonus program – if the company is successful in achieving its targets then all employees benefit. Again, we see that on the Mean measure women are not disadvantaged by this approach, being paid **10.4%** more than men.



Lars Bondo Krogsgaard, Co-CEO