

Ørsted: D&I in Offshore Wind







Ørsted




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Thursday 20th January 2022

Our global footprint


United States of America

-  In operation: 30MW
Under development: 7,500MW
-  In operation: 2,025MW
Under construction: 573MW
Under development: 752MW
-  In operation: 647MW
Under construction: 680MW
Under development: 1250MW
-  In operation : 40MW






Denmark

-  In operation: 940MW
-  In operation: our CHP plants, 2,865MW power and 3,560MW heat
-  Sales of energy



Ireland

-  In operation: 327MW
Under construction: 45MW
Under development: 466/298MW


United Kingdom

-  In operation: 4,912MW
Under construction: 1,386MW
Under development: 4,000-5,000MW
-  Under construction: 62MW
Under development: 195MW
-  In operation: Renescence Northwich
-  In operation: 20MW
-  Sales of energy



Sweden

-  Sales of energy
-  Under development: 3,000MW


Poland

-  Under development: 2,500MW


Germany

-  In operation: 1,346MW
Under development: 1,142MW
-  Sales of energy


The Netherlands

-  In operation : 752MW


Japan

-  Under development









South Korea

-  Under development: 1,600MW




Taiwan

-  In operation: 128MW
Under construction: 900MW
Under development: 3,590MW

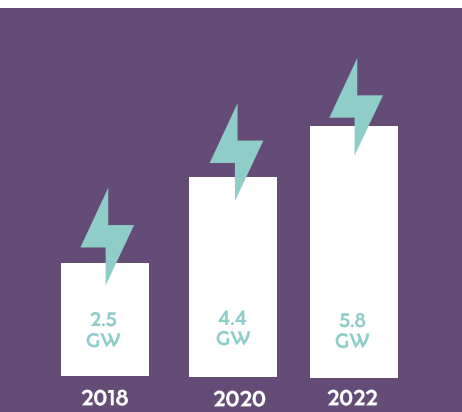
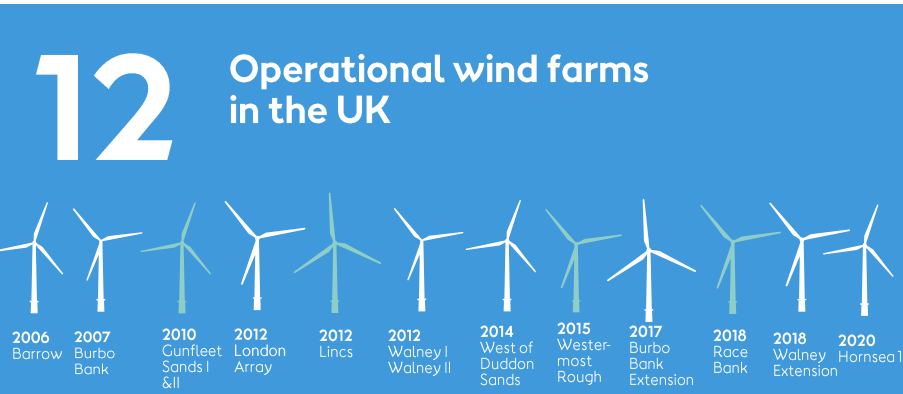
Activities

-  Offshore wind
-  Onshore wind
-  Solar
-  Biomass-fired power plant
-  Fossil-fueled power plant
-  Bio plant
-  Storage
-  Sales of energy

Status

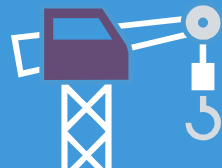
-  In operation
-  Under construction
-  Under development

The UK is Ørsted's largest offshore wind market

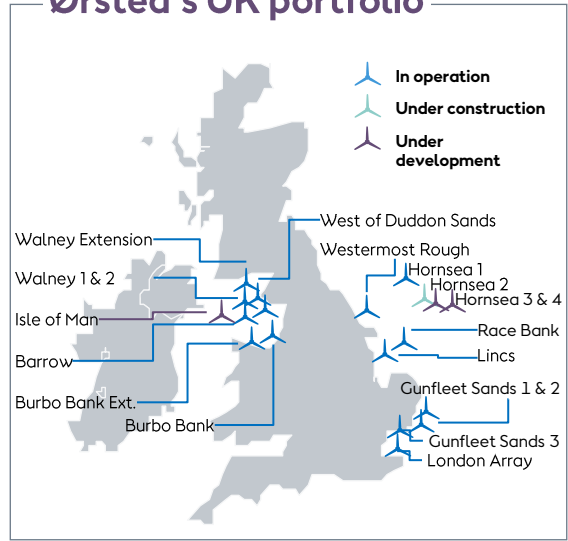


3 Wind farms in the future

- Hornsea 2
- Hornsea 3
- Hornsea 4

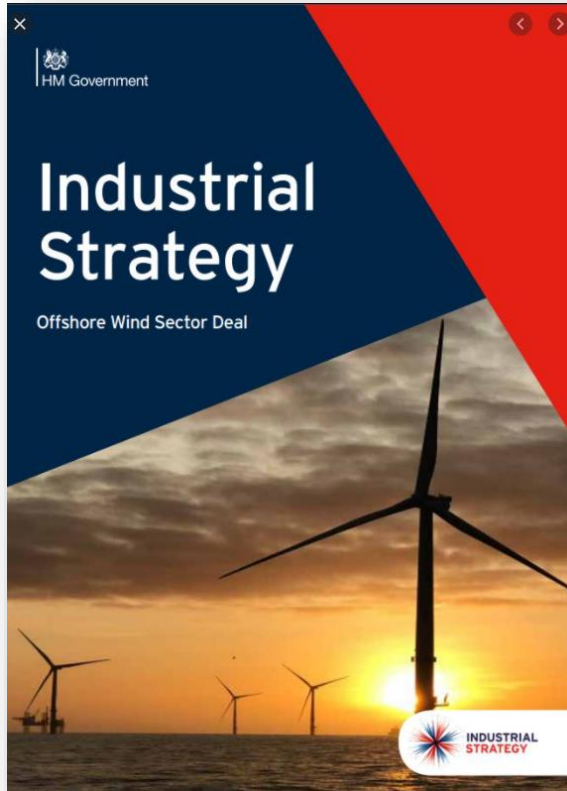


Ørsted's UK portfolio



- First developer to commercially deploy offshore the Sameness **6MW** and MHI Vestas **8MW** turbines
- Building the world's largest offshore wind farm, Hornsea 2, at **1,386MW**
- By 2022, our offshore wind projects will provide enough power for **5.8 million** UK homes

Offshore Wind Sector Deal



- Offshore Wind Sector Deal between UK Government and the Offshore Wind industry to support future growth
- Further to this UK Gov Ten Point Plan (Nov 2020), Net Zero Strategy: Build Back Greener (Oct 2021) etc.
- By 2030:
 - 40GW of offshore wind capacity (today around 11GW)
 - **26,000 people employed in the industry currently, rising to over 69,800 by 2026***
- Committee on Climate Change stated a need of 65-125GW by 2050

OffshoreWind
IndustryCouncil

D&I in the Offshore Wind Sector

- Our sector recognises that it needs to tap into the largest pool of talent possible and reflect modern society by having a diverse and inclusive workforce
- Currently 16% are women with an average age of 38
- Our sector has set itself a minimum target of employing 33% women across the sector by 2030 and raising this figure to 40 % if feasible - including those undertaking training and university degrees. In addition, a target for BAME individuals of 9% with stretch target 12%.
- Our sector has committed to local initiatives for including people with diverse backgrounds, perspectives and needs, which include age, ethnicity, education and other abilities, including assessing if any systemic issues prevent potential recruits from joining the sector and if so, how these should be tackled.



We need to stimulate diverse talent pool

We engage with activities and initiatives to promote STEM and raise awareness of opportunities available putting our staff role models front and centre.



Bringing forward local talent

Inspiring young people

- **Apprenticeship Programme**
- **Universities**
- University Technical Colleges
- Schools and Colleges
- **Women into Manufacturing and Engineering (WIME)**
- Teach First

Activities

- Attending careers fairs
- Partners with UTCs
- Hosting school visits and visiting educational institutions
- Supporting regional initiatives e.g. WIME

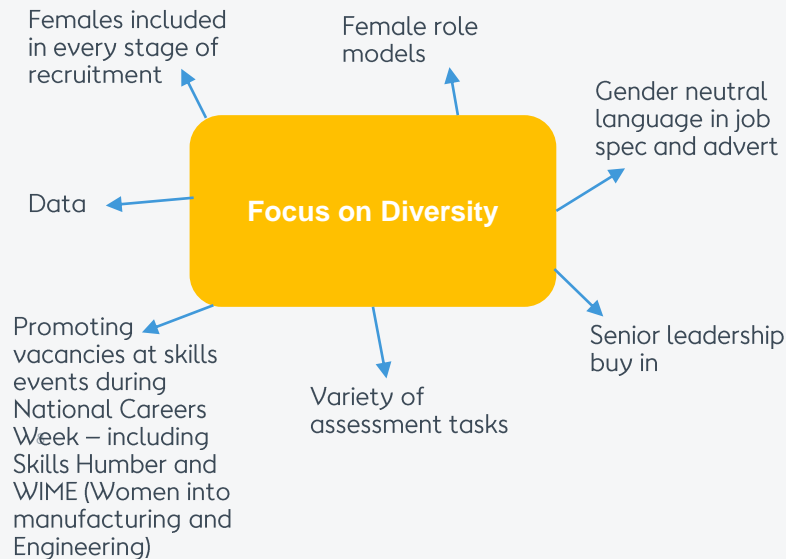


Supported by the
Regional Growth Fund

#ItStartsWithME



Case study: Apprenticeship recruitment campaign 2020



The advertisement is for an apprenticeship at Ørsted. It features a blue and purple background with a pattern of small white fish. At the top, a photo of David Davidson, an apprentice wind turbine technician, is shown next to his quote: "I'm a big believer in learning on the job and an apprenticeship is definitely the best route for anyone looking to get hands-on industry experience." Below this, the text "CLOSING MAY 1ST 2020" is displayed in white. The main title "APPRENTICE WIND TURBINE TECHNICIAN" is in large, bold, white letters. At the bottom, a photo of Courtney Doughty, another apprentice, is shown next to her quote: "An apprenticeship at Ørsted has given me the opportunity to gain new and exciting experiences, whilst being able to grow my knowledge and develop new skills." The Ørsted logo and the Grimsby Institute logo are at the bottom left.

Advert from our Apprenticeship delivery partner Grimsby Institute

Case Study: Apprenticeship Recruitment 2020 (East Coast)

440

applications

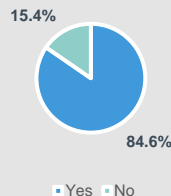
8.6%

female
(38 applicants)

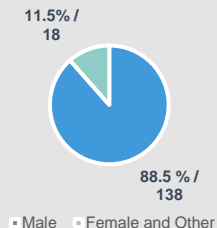
156

eligible
applications

Local



Gender split



Shortlisted to 50 for Assessment Task 1 (written project)

➤ 8 females (16%). An **increase** from only 2 in 2019

50% of female applications reached the next stage (as opposed to 30% male)

25 shortlist for Virtual Assessment Day

➤ 4 females (16%) and 1 other

12 reached final virtual interview stage

➤ 3 females (25%) and 1 other

7 recruited - 2 females (29%), 4 males and 1 other.

What did we learn?

Top 5 - Background [46% applicants come from School / College]

1. School (42)
2. College (31)
3. Retail Job (17)
4. Apprentice HETA (8)
5. Labourer Job (7)

Top 5 - School / Education Institution (Last Studied)

1. Grimsby Institute (27)
2. Franklin College (20)
3. Toll Bar Academy (12)
4. Healing School (8)
5. Humberston Academy (6) & North Lindsey College (6)

Mapping our interventions

- Careers Fairs and Conferences
- Role Models (past pupils)
- Online Campaigns and positive media
- Lunch and Learns
- Projects & Partnerships
- Mentors
- Interns
- Site visits

Interventions for 2021

- Targeting schools and colleges with fewer applications via our Teach First partnership*
- Continued engagement via our D&I networks such as WIME and WISE** to increase applications from females
- Strengthening our impactful interventions

* We identified that the schools and colleges we were seeing fewer or no applications from were in the more deprived areas of Grimsby. Through our partnership with Teach First (which targets these schools) we increased engagement to ensure social inclusion

**WIME (Women Into manufacturing and Engineering) and WISE (Women into Science and Engineering)

WiME Partnership

- Women into Manufacturing and Engineering (WiME)
- Network of larger STEM based companies in the region
- Role models
- Some of the activities:
 - Careers events (in person and virtual)
 - Raising Aspirations Programme (targeted at specific classes and weekly engagement over a course of several weeks)



University Engagement

- Supporting the MSc Renewable Energy Course at UoHull
 - Industry lectures
 - Fieldtrips to our facilities
- Thesis projects – hosting Bachelors or Masters students as they develop their thesis projects. Providing supervision and, if needed, access to data. Historically very close to 50/50 male/female balance. At least 20% of students who write their thesis with us go on to take permanent positions with us.
- Mentoring – Ørsted staff providing career guidance to students looking to take their first post-academia career steps. Currently around 20 mentor/mentee pairings per year.
- Prosperity Partnership – 20 PhDs and PostDocs across 3 universities (Hull, Durham & Sheffield)
- Aura Offshore Wind Centre of Doctoral Training across 4 universities (Hull, Durham, Sheffield & Newcastle)
- CDT in Wind & Marine Energy Systems & Structures (Universities of Strathclyde, Edinburgh and Oxford) – Sponsoring their annual student conference in February - <https://www.futurewindandmarine.com/>.
- We are part of Boards to help steer initiatives and programmes:
 - The new MSc in Energy Transition at the University of Aberdeen
 - The ORE Supergen Hub (including being part of their EDI workstream).
 - The Energy Technology Partnership group of universities in Scotland



Supporting our teams and promoting D&I



Ørsted IN

**Let's
celebrate
diversity**

Ørsted

Ørsted IN

Why are networks important?

Ørsted IN is the hub for all of our inclusion networks, for people who are passionate about inclusion. Ørsted IN is the hub and pathway for our employees to support our Inclusion of Diversity ambition and vision.

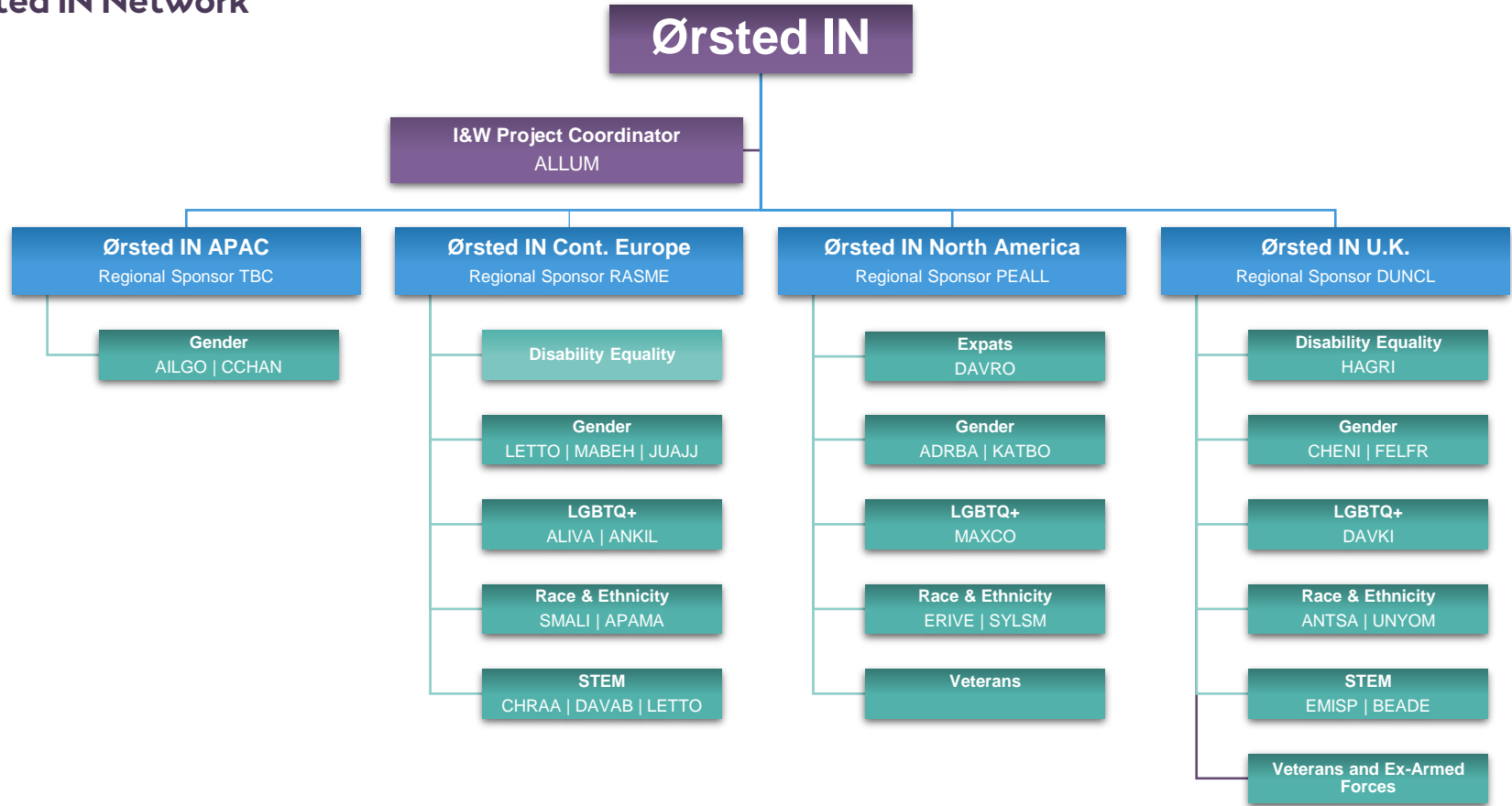
The main purpose of Ørsted IN is to support an inclusive culture where everyone can thrive, perform, and grow. An inclusive culture where employees can be authentic and are empowered to believe in themselves.

Ørsted IN can support an inclusive culture by:

- ✓ giving employees a space to come together to celebrate diversity and educate others
- ✓ coordinating grassroots initiatives and giving employees the opportunity to advocate for specific issues that impacts their groups
- ✓ partnering with leaders to support their commitment to inclusion
- ✓ highlighting the need for an organisational mindset where diversity is represented, included, and valued
- ✓ helping to shape our policies and processes to be as inclusive as they can be



Ørsted IN Network



Annual Meeting Schedule



Local

WHEN
Every 6 weeks
Prior to Regional meeting

WHO
Any member of the community

WHAT
Developing and delivering initiatives, events and advocacy

Regional

WHEN
4 x a year
Roughly 2 weeks before Global

WHO
Local network chairs |
Network sponsors |
Germany D&I | I&W

WHAT
Delivering regional IoD aims together

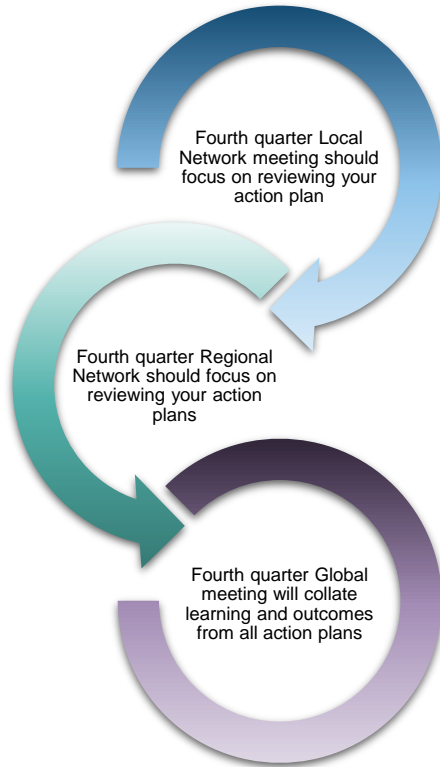
Global

WHEN
4 x a year
March | June | Sept | Dec

WHO
Regional Network
Representatives | EC |
P&D Comms | I&W

WHAT
Delivering global IoD aims together

Action Planning



Review

November

A review of the previous year at a Global meeting that is distilled through Regional and Local meetings



Plan

December - January

Regional and Local action planning for the following year takes place with reference to organisational objectives.

This is discussed at the global meeting



Action

February - November

We take action and update stakeholders with progress



Action Planning

Annually, each network should aim for 3 events and 1 initiative, each of which should fall under at least one of these categories.

You can find the action plan [template here](#).

Advocacy	Community
Voice Provide insight into the perspectives, experiences and needs of employees from underrepresented groups.	Coordination Coordinate grassroots initiatives by network members that support underrepresented groups.
Strategy Act as a sounding board for management to test and develop the business IoD strategies.	Facilitation Develop and share educational, inspirational content and events.
Policy Bring ideas forward on how to make organisational policies and processes more inclusive.	Safe Space Create a psychologically safe community for members of the network, share ideas, seek advice, learn and celebrate.

Example: Gender IN

Women for the job

- Job applications/descriptions (Using gender neutral language, having diverse selection panels, etc)
- Structured interview approach
- External campaigns (This will help Ørsted to build a talented pipeline of employees for the future)
- Targets (Be bold - target minimum percentage of women in the business and women in management roles)
- Provide training for all employees responsible for recruitment

Women in the job

- Mentoring/sponsorship programmes (for women to take control of their careers and to proactively develop skills and manage their careers)
- Rewards & recognition (create equal opportunities for performance management negotiation)
- Data (Measure pay gap, tracking progress of women/men)
- Training (Tailor courses considering specific diversity needs)
- Unconscious bias (add discrimination questions to People Matters survey)

Women beyond the job

- Communication (Ongoing Ørsted initiatives)
- Support of pregnant women and new parents (Shared Parental Leave)
- Flexible working (Implement standard flexible working policy)
- Events (Implement companywide events and training programmes)
- Diversity specific networks

Thank you for listening

Ørsted