



# Health & Well-being at Ørsted



Robin Burnosky

# Agenda

A little bit about Ørsted

Holistic Well-being at Ørsted (Ørsted Life)

Our Ambition and Strategy

Resources for Managers

Challenges

# A little bit about Ørsted

## Our vision

We are a renewable energy company that takes tangible action to **create a world that runs entirely on green energy.**



### 1972 - Early 2000's

Ørsted grew mostly as an oil and gas business. 1991 first offshore wind farm

### 2008

Decided to become a green energy company. Right approach strategically, financially and environmentally

### 2010

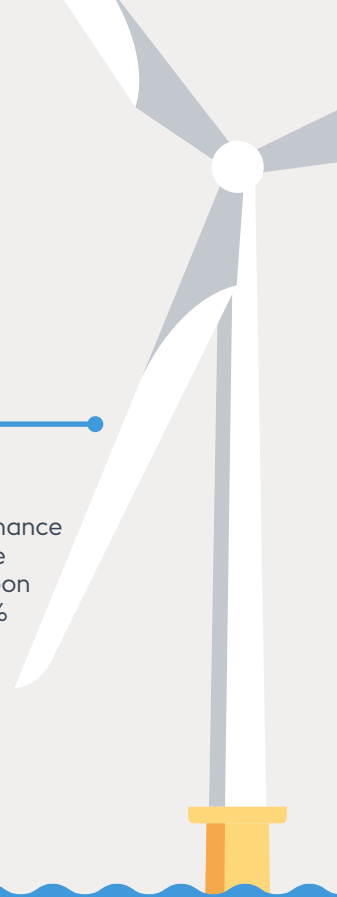
Invested heavily in renewable energy, particularly offshore wind and exited fossil fuel businesses

### 2019

Now we're one of the largest sustainable energy companies and the leading offshore wind company

### Today

Financial performance improved and we reduced our carbon emissions by 86%







Our employees – 6,800  
in 14 markets





Ranked most sustainable energy company in the world  
Corporate Knights global index for 4 years



# Our global footprint




## United States of America

-  In operation: 30MW  
Under construction: 130MW  
Under development: 4,842MW
-  In operation: 2,327MW  
Under construction: 573MW  
Under development: 452MW
-  In operation: 647MW  
Under construction: 680MW  
Under development: 1,410MW
-  In operation: 40MW  
Under development: 520MW

- ## 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 construction: 1,166MW
  -  Sales of energy





- ## The Netherlands
-  In operation: 752MW





- ## Japan
-  Under development: 1,600MW

- ## Taiwan
-  In operation: 128MW  
Under construction: 900MW  
Under development: 6,590MW

- ## Vietnam
-  Under development: 1,600MW

### Activities

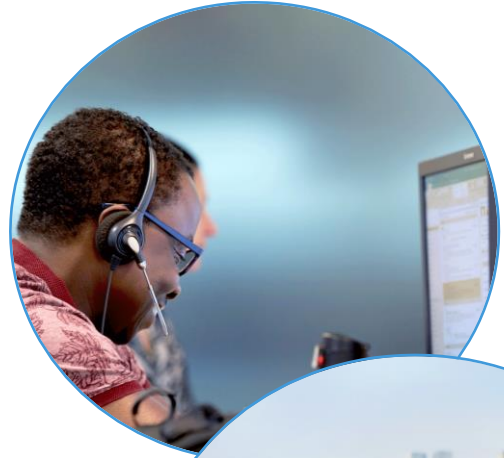
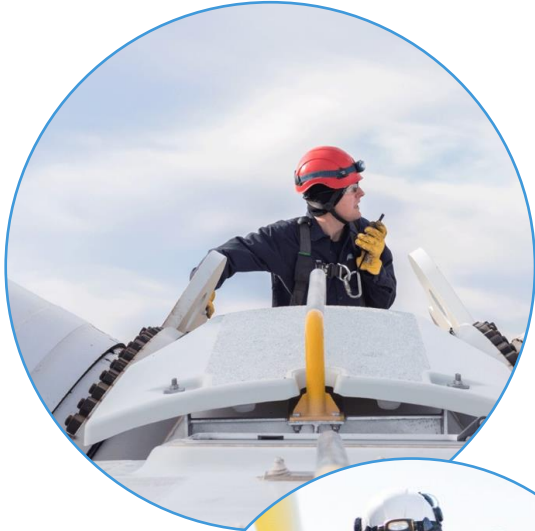
-  Offshore wind
-  Onshore wind
-  Solar
-  Biomass-fired power plant

-  Fossil-fueled power plant
-  Bio plant
-  Storage
-  Sales of energy

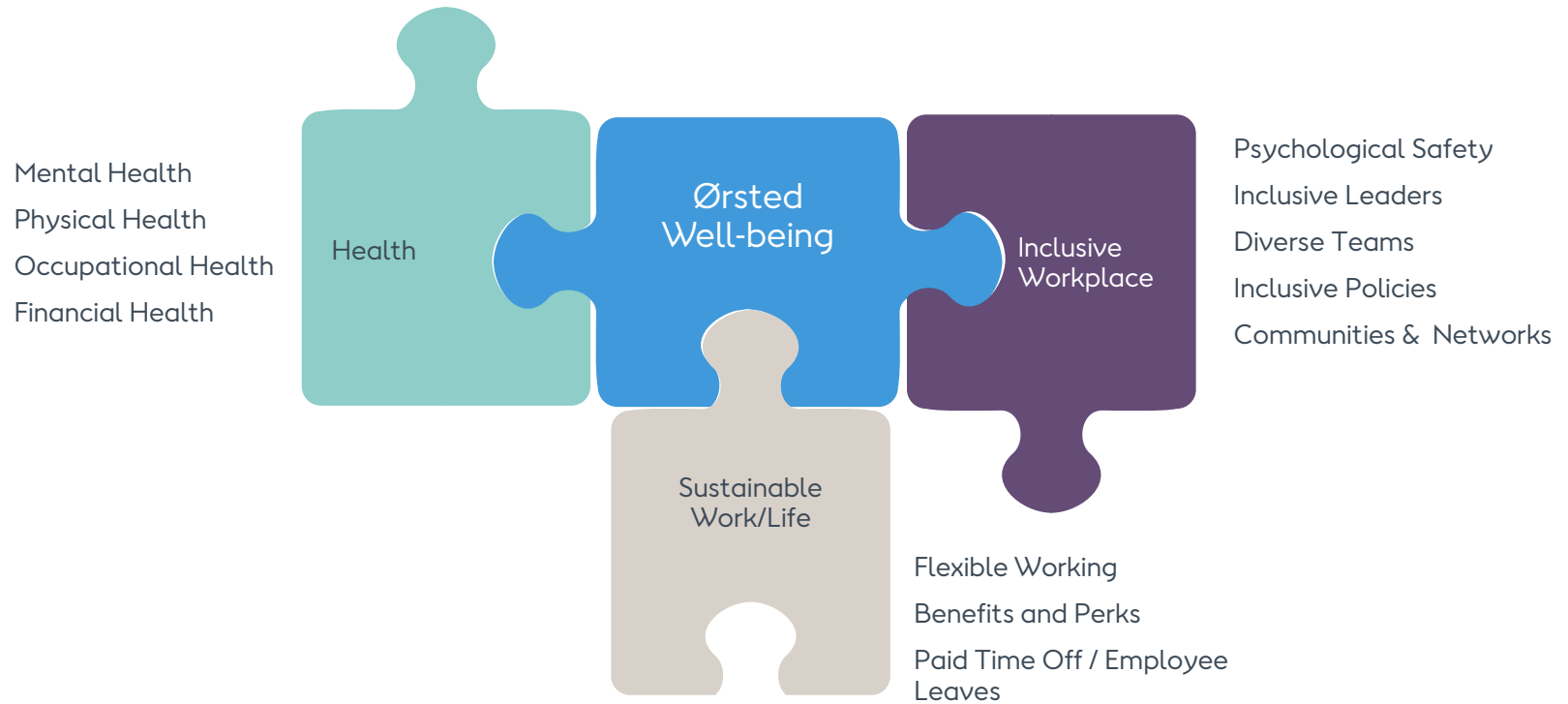
### Status

-  In operation
-  Under construction
-  Under development

# Types of jobs

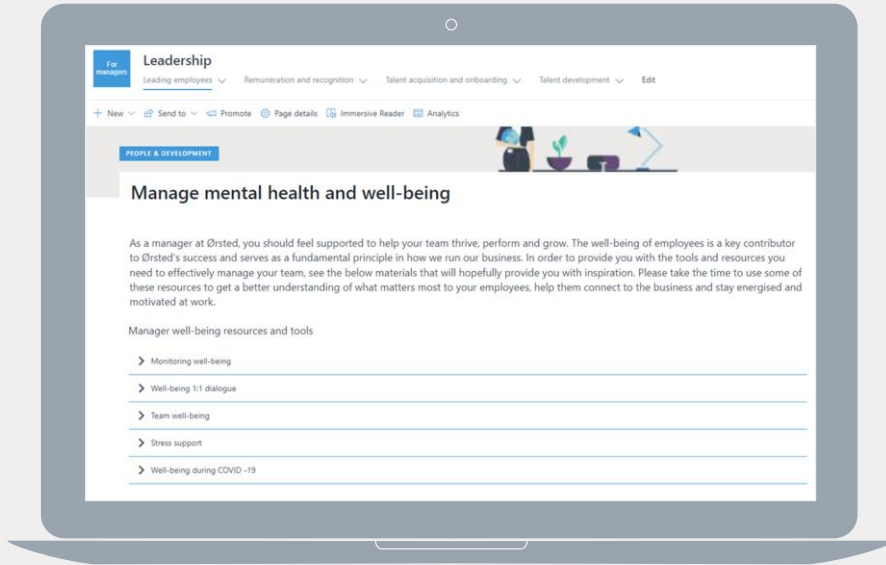


# Holistic well-being (Ørsted Life)



# Well-being resources for managers

## Internal Vital



### Monitoring

- Annual engagement survey
- Pulse surveys
- Howdy

### Team well-being

- Defining the core task
- Energy & motivation
- Changes & impact

### Stress support

- Mandatory mitigation
- Preventing overload
- Return to work guides

### Well-being 1:1 Dialogue

- Questions to ask
- Identifying priorities
- Spotting the signs

### Additional

- Targeted External Workshops/Sessions
- Coaching
- Internal Learning sessions
- EAP support

# Challenges



What can a company or anyone do to help employees in this new hybrid way of working?



High functioning employees who do not have a high level of well-being



Global vs. Local - resources in countries with different health systems?



Varying levels of leaves and benefits globally



Ørsted

Thank you!

