Your guide to Diversity & Inclusion
Diversity is what makes us the individuals we are. That could be nationality, education, religion, sexual orientation, life experience, gender, ethnicity, race, age, or even the hand you write with. Inclusion is how we celebrate diversity. It’s about valuing these differences and providing opportunities for everyone to reach their full potential.

Why is it so important?
You know how important it is to be respected as an individual, to feel like an integral member of the team and valued for the unique contribution you bring to the business. But there are also lots of ways that Diversity & Inclusion (D&I) benefits the business as a whole.

By definition, a diverse team is drawn from a wider pool of talent. Which means we can reach out to a much bigger audience when we’re looking to recruit. Diverse teams also think more creatively and make a bigger contribution. And, because they feel more valued and respected for the work they do, they tend to be more highly motivated too.

The benefits of diverse teams even extend beyond the business itself to external perceptions of the EDF Energy brand and our reputation as an employer. It’s true to say that D&I has a pivotal role to play in our success as an organisation. After all, it’s only if our people understand the diversity of our customers and the communities we operate in, that we can we hope to meet their ever-changing needs.

Diverse teams think more creatively and make a bigger contribution

Diversity is what makes us the individuals we are.

Inclusion is an environment in which employees share a sense of belonging and mutual respect.

So, just what is Diversity & Inclusion?
At EDF Energy inclusion is about creating an environment where employees share a sense of belonging, mutual respect, and support from others so they can do their best work. This is built on the foundations of Trust, Transparency and Teamwork for all.

As an inclusive company, we will:
• give our people the tools to make D&I part of their day-to-day work
• respect individuals’ responsibilities and enable them to balance work with their personal life
• meet the varied needs of our customers and build on our reputation for D&I
• create an environment where individuality is valued and everyone is encouraged to embrace it
• recruit and develop the best people for each role from the widest possible pool of talent
• use our influence to promote diversity throughout the supply chain and within local communities
• gather clear and robust data to measure our progress in terms of D&I.

To make an inclusive culture a reality we all need to grab every opportunity to put these principles into practice.

As an inclusive company we capture the value that difference brings

In 2012, EDF Energy was awarded the Gold Standard for its approach to Diversity & Inclusion. EDF Energy now joins BT, PwC and LOCOG (London Organising Committee of the Olympic and Paralympic Games) as one of four companies to be recognised with this external accreditation. The Gold Standard measured 34 internal and external practices ranging from policies and monitoring right the way through to marketing and supplier diversity.

The next step on our journey is to be recognised as a truly diverse and inclusive employer, by our employees, customers and prospective candidates. Our inclusion strategy is about creating an environment where employees share a sense of belonging, mutual respect, and support from others so they can do their best work. We want people to feel they can be themselves at work, and valued for who they are. How will you help create an inclusive working environment?

And what are our goals?

Diversity & Inclusion Action Group (DIAG)
The DIAG have established the vision and principles for D&I at EDF Energy. They promote inclusion within our company by working with the Executive Teams and rolling out initiatives across the business.

The DIAG is made up of a representative from each business unit and chairs of the Employee Networks.

The DIAG focuses on:
• promoting D&I within EDF Energy
• working with EDF Energy’s Executive Team to ensure D&I is incorporated into all aspects of the business
• piloting and enabling roll out of company-wide initiatives into the business
• reviewing and acting as governance for the company-wide action plan making sure our strengths are recognised and that we have no duplication of effort across the business.

The DIAG representatives are from different backgrounds and levels within EDF Energy and their role is to both feedback from the DIAG to their relevant business units or networks and to make sure that the DIAG priorities are shaped by the priorities of the business.

If you want to find out more about your DIAG representative, visit the D&I pages on Pulse, which can be found under Human Resources.
So what are the definitions of Equality, Diversity and Inclusion?

**Equality**
Equality is the current term for ‘equal opportunities’. It is based on the legal obligation to comply with anti-discrimination legislation.

Equality protects people from being discriminated against on the grounds of group membership i.e. sex, race, disability, sexual orientation, religion, belief, age or maternity etc.

**Diversity**
Diversity refers to the various ways in which individuals differ. This can include non visible differences such as nationality, educational background, personality type, religion, sexual orientation or life experience as well as more visible differences such as gender, ethnicity, race, or age.

**Inclusion**
Inclusion refers to valuing these individual differences and providing opportunities to enable everyone to reach their full potential creating a richness of perspectives and ideas which can ultimately add value to our business.

There is a difference between these definitions. Equality is the basic legislative right for equal opportunity as laid out in the Equality Act. D&I takes this one step further and looks at all the differences between individuals, not just those protected by law, but the right for everybody to be treated fairly, with respect and included in the workplace. EDF Energy is very focussed on inclusion.

If we create an inclusive environment where individuals feel valued and included, we will attract and retain a diverse mix of individuals. Our goal is for inclusion not to be seen as something extra, but instead to be part of the way we work as a business.
Building an inclusive culture

We all have a role to play in building an inclusive environment, not just in what we do but how we interact with others – our behaviours.

A simple way to think about behaviours is that they are the noticeable actions that we see people doing everyday. It is by how we act and what we say that ultimately characterises us, defines how others perceive us and shapes the culture within which we all work.

In order to help promote the right behaviours in EDF Energy, we have the 4’i’s which serve as a set of guiding principles. The 4’i’s provide a common language for behaviours and aim to strengthen our culture and promote more effective performance. They describe what we should expect of each other and define ‘how’ we are expected to approach our work. They detail the behaviours, attitudes and attributes that will enable the delivery of our vision, values and desired culture.

One of the 4’i’s is INCLUSION; we want to encourage everyone to recognise the value that we all bring to EDF Energy, and to work together to strengthen our culture of trust and teamwork.

These types of behaviours are not complicated or necessarily difficult, but will make a big difference to the impact on our company and to work together to strengthen our culture of trust and teamwork.

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These types of behaviours are not complicated or necessarily difficult, but will make a big difference to the impact on people and our culture. Consider how often you:

• greet people respectfully and make them feel welcome
• build trust and rapport with others to create a positive working environment
• are transparent with work, involving others to add value
• invite quieter members to speak, recognising that all input is important

• actively listen to others, respecting differences of opinion, thoughts and beliefs, even if you’re not necessarily in agreement

Ask yourself what it is that you do to help create an inclusive environment with others, and if you could be doing more? Have you noticed others’ positive behaviours and actions that you could role model from? Could you ask someone you trust for feedback in relation to these behaviours and the 4’i’s in general?

More information can be found on the 4’i’s and the detailed delivery of our vision, values and desired culture.

The 4’i’s - Guiding principles for our behaviour within EDF Energy

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- Customer focus
- Innovation and change
- Communication and influence
- Risk/reliability
- Resilience
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Wherever you work with us and in whatever role, there are lots of ways you can promote D&I and enjoy the benefits it brings.

‘Creating a Culture of Inclusion’ training

This facilitated workshop, delivered by our own in-house trainers, is designed to provoke discussion and explore how our personal beliefs drive our behaviours when dealing with diversity. It helps us consider what our inclusion drivers are and understand the positive effects of difference in a team.

The workshop does not cover legislation. It is about making inclusion real and understanding the true business benefits of having a diverse employee base.

Case studies are discussed from companies who have embraced a diverse workforce and the possible consequences of when they did not. The workshop then focuses on EDF Energy and what everyone can do to enable inclusion.

At the end of this course, participants will be able to:
• explain to others why inclusion is relevant to everyone
• share the business case for creating a culture of inclusion with others
• identify contributing factors if people feel excluded and actions to help bring about inclusion
• implement actions to help support creating this culture
• explain drawbacks of not having an inclusive organisation
• explain the benefits of having an inclusive organisation.

This workshop is aimed at all leaders across the business.

Information at your fingertips

There is a wealth of information on EDF Energy’s D&I intranet pages on Pulse. This includes information on the vision, principles, strategy, company-wide events right the way through to local activities happening in your area.

The pages can be found on Pulse under Human Resources and Diversity & Inclusion. You can also contact the D&I team directly at DiversityandInclusion@edfenergy.com

Celebrating Diversity & Inclusion

Each year EDF Energy celebrates D&I in various ways. One of these is Diversity & Inclusion Week a group-wide event celebrated in all countries of the group. This usually takes place in May and each site takes the theme away and plans an event locally. Throughout the year we hold various D&I events both through the central D&I team and with the Employee Networks.

For other Employee Network events and more see the latest Diversity & Inclusion calendar on Pulse.

To get more involved with Diversity & Inclusion or to sign up to our regular newsletter contact DiversityandInclusion@edfenergy.com
Employee Networks

These are a great way for groups of employees to come together, share common interests and work towards common goals.

They’re inclusive and open to everyone. And as well as the obvious benefits they offer to their members, they have a valuable role to play within the business. They help us find the best ways to attract, recruit, develop and retain diverse talent. They act as a communication channel with management and help raise awareness of any employee concerns. They also provide a forum for developing creativity and innovation and support us in building stronger relationships with community groups.

Lesbian, Gay, Bisexual and Transgender (LGBT) Supporters Network

Our network aims to connect and support our staff on LGBT issues, champion inclusion and celebrate diversity. It’s all as part of building a truly inclusive EDF Energy where everyone can be themselves and perform their best. It’s open to everyone at EDF Energy, whatever their background and wherever they are. It supports our LGBT staff and our non-LGBT staff (who may have team members coming out, for example, or know family or friends who need support or advice). It’s also a great place for anyone with a passion for diversity and inclusion to make a difference to where we all work and live. For further details, to show your support or to get involved, contact lgbtgroup@edfenergy.com.

Black, Asian and Minority Ethnic Network

The aim of the network is to play a leading role in promoting EDF Energy as a supplier of choice within ethnic communities, supporting the Science, Technology, Engineering and Mathematics (STEM) strategy of the Business via mentoring activities in local communities. The network provides a forum to identify and escalate issues affecting BAME employees. For further details contact the BAME network on bamenetwork@edf-energy.com

Working Parents’ Network

We’re a company-wide employee network that acts as a forum for anyone interested in issues related to working parents and families, both inside and outside of work. Our aim is to make EDF Energy an even more inclusive environment where employees share a sense of belonging and mutual respect; an environment where we know we can rely on our colleagues to support us and everyone can reach their full potential.

The network supports the implementation of EDF Energy’s Inclusion Strategy and works with the business on issues related to Working Parents & Families. For further details or to get involved email workingparentsnetwork@edfenergy.com
Women’s Network
The Women’s Network is a company-wide network that supports EDF Energy in meeting its diversity ambitions around gender. We are an inclusive network that supports its members in career development enabling them to reach their full potential. We review the way EDF Energy works influencing the culture of the organisation to be more supportive to women.

For further details contact the Women’s Network on womensnetwork@edfenergy.com

Disability & Carers’ Network
The aim of the network is to help the company to become confident about disability and improve the work environment of both disabled employees and employees who care for disabled people. The network discusses ideas and solutions that affect everyone both internal to the organisation and in the wider context and works to raise levels of employee engagement across the company.

For further details contact the Disability & Carers’ network on disabilityandcarersnetwork@edfenergy.com

Further information on EDF Energy’s five Employee Networks are available on Pulse under Human Resources and Diversity & Inclusion.

Quotes

“For me, it’s incredibly important that our people feel able to be open and bring their whole self to work. We want our people to be able to be authentic and true to themselves. In my view, an inclusive business is a better business. Firstly, it’s the right thing for any business to provide an environment where people are genuinely accepted and welcomed, just as they are and regardless of any difference. Secondly, in my experience, the strongest teams are usually diverse teams, with a range of views and ways of looking at things. This diversity is often very creative and good for the success of the business. The LGBT Supporters Network is something that our whole organisation should support, as well as realising the value in our differences as people. It’s a place where anyone committed to making society more inclusive can play a part.”

Mark Gorry, Chief Nuclear Officer Region 2 & 3 and LGBT Supporter Network Senior Sponsor

“I believe in creating a workplace where every one of us can contribute to our full potential. We will only be able to achieve this if we all work together to create an environment where we are truly welcoming to all, where we are respectful of the fact that each of us brings value because of our varied backgrounds, experiences and perspectives. A truly inclusive workplace is one of the essential ingredients to be one of the UK’s top performing companies.”

Peter Prozesky, Continuous Improvement & Operations Support Director.

“We should all be thinking and behaving ‘inclusively’ whether that’s working within teams, engaging with customers or recruiting new people if we are to create and maintain the sort of culture that everyone likes to be part of. At EDF Energy we are really committed to achieving a feel better environment where inclusion is simply seen as the way we work and the culture we work in. Everyone benefits from feeling included.”

Janet Hogben; Chief People Officer
Diversity & Inclusion has a pivotal role to play in our success as an organisation

If you would like to get involved please email: DiversityandInclusion@edfenergy.com