Supplier’s guide to Diversity & Inclusion
What do we mean by diversity and inclusion?

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

Inclusion is valuing these individual differences and providing opportunities to enable everyone to reach their full potential. This creates a richness of perspectives and ideas.

EDF Energy recognises the importance of difference and the added benefit that it brings to any organisation. That is why EDF Energy has created seven diversity and inclusion principles.

We are on a journey to embed each principle into the heart of our organisation, we want to persuade our current and potential suppliers that by embracing diversity and inclusion into their own organisations they will become stronger and more competitive.

Diversity and inclusion vision:

‘As an inclusive company, we capture the value that difference brings’.

What we believe

There are many positive attributes that a diverse and inclusive company can bring and it is critical to building a sustainable business.
Working collaboratively with our Supply Chain

Diversity and inclusion is core to the vision, mission and ambitions of EDF Energy. EDF Energy has seven diversity and inclusion principles which stem from our diversity and inclusion vision. We are on a journey to embed each principle into the heart of our organisation but we realise that if we are going to make a real difference, we need to work collaboratively with our Supply Chain to excel, which is why we have developed a Supplier’s Guide to Diversity and Inclusion. This is a step by step guide to demonstrate how each principle can be applied in practice. Together we will achieve excellence in diversity and inclusion.

Collaboratively we can achieve more!

Diversity and inclusion is core to the vision, mission and ambitions of EDF Energy. We are committed to the achievement of some challenging ambitions and targets that we have set across our business. We recognise that if we are to be successful in making a meaningful difference with Diversity and Inclusion it is essential that our suppliers understand our ambitions, targets, standards and expectations.

However, understanding is just the first step – collectively, EDF Energy and our supply partners, have to work together collaboratively to identify and implement improvements;

- By building better relationships we can break down barriers and improve communications, openness, honesty and trust between organisations.
- Having an open, honest and trusting environment will improve communications and allow issues and problems to be discussed and resolved in a more timely manner.
- By embracing diversity and inclusion within your business it will foster greater innovation to business challenges and receptiveness to previously unthought-of solutions.
- We can enhance the value of our businesses by allowing the sharing of knowledge.
- We want to achieve excellence in everything that we do – we can only achieve this through collaboration.
**Principle 1**

Our people have the tools, awareness and commitment to live, breathe and promote our diversity and inclusion principles and make this part of ‘business as usual’.

EDF Energy has embedded the following into their practices and wants our suppliers to have:
- policies which are compliant with the Equality Act 2010
- guides for managers on using policies
- training for managers and employees on creating a diverse and inclusive business
- awareness on how to access the above tools
- a dedicated intranet page to diversity and inclusion.

**Consider**
- Does your organisation raise awareness about diversity and inclusion?
- Do managers have the correct tools they need to create a diverse and inclusive working environment?
- What could you do differently?

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**Principle 2**

We have a working environment where individual differences are valued and our employees are encouraged to understand, respect and embrace diversity.

EDF Energy has embedded the following into their practices and wants our suppliers to have:
- employee networks which all have senior sponsors and a dedicated set of annual objectives
- consultation mechanisms for employees to raise ideas on best practice (e.g. focus groups)
- executive commitment to diversity and inclusion
- diversity and inclusion ambassadors who are committed to raising awareness around diversity and inclusion.

**Consider**
- Has your executive team committed to diversity and inclusion?
- How do you consult with your employees about diversity and inclusion?
- Do you have a working environment that values individual difference?
- What could you do differently?

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**Principle 3**

We recruit, develop and promote the very best person for every job ensuring that we treat everyone fairly, with respect and select from the widest possible pool of talent.

EDF Energy has embedded the following into their practices and wants our suppliers to:
- review how diverse your current workforce is using workforce monitoring data
- ensure that you understand how diverse your recruitment pipeline is through recruitment monitoring
- set a plan as to how you can widen the pool that you recruit from
- ensure that all development and promotion activities are fair and equally accessible to all.

**Consider**
- Do you monitor your current workforce and recruitment pipeline to understand your current position?
- Consider whether your recruitment advertising strategies are reaching candidates from diverse backgrounds.

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**What are Employee Networks?**

Employee Networks are a formal mechanism enabling different groups of employees to voluntarily come together in support of common goals and interests. Examples of Employee Networks could be a Women’s Network, a Black, Asian and Minority Ethnic Network (BAME), a Disability & Carers Network or a Lesbian, Gay, Bisexual and Transgender (LGBT) Network. Employee Networks should be open to all employees.

Examples of activities that networks undertake are annual networking opportunities, specific development and targeted recruitment campaigns or a simple newsletter which keeps members up to date. For example, EDF Energy’s Disability and Carers Network uses their newsletter to connect members who have a similar disability or caring responsibility. Employee Networks are a great way for employees to come together.
Principle 4
We use our influence as a significant supplier and procurer of products and services to encourage and promote diversity through the supply chain and local communities.

EDF Energy has embedded the following into their practices and wants our suppliers to:
- understand the barriers minority suppliers have to competing for contracts and put in place action plans to remove these barriers
- embed diversity and inclusion within procurement process & practices.

Consider
- How could you influence your supply chain to become more diverse and inclusive?
- How could you monitor your supply chain based on the supplier diversity definition?

What is a minority owned supplier?
A minority owned supplier is an organisation that is at least 51% or more owned or managed by any of the following groups: Women, Black, Asian and Minority Ethnic (BAME), Lesbian, Gay, Bi-sexual and Transgender (LGBT) or Disabled persons.

Principle 5
We have a working environment that respects individuals’ responsibilities and their wish to balance work and personal life.

EDF Energy has embedded the following into their practices and wants our suppliers to:
- review how you ensure that employees have the correct work/life balance
- consider the policies in place to ensure employee wellbeing and flexible working
- think about how effectively these policies are used in practice.

Consider
- How do you look after your employee’s wellbeing?
- Do you have mechanisms in place to ensure employees have the correct work/life balance?

Principle 6
We appreciate and meet the diverse range of needs of all our customers ensuring we have a reputation as an organisation that has diversity and inclusion as a core value.

EDF Energy has embedded the following into their practices and wants our suppliers to:
- understand the diverse requirements of their customer base
- seek opportunities to widen their customer base
- ensure that you are diverse and inclusive in the service provided to customers (e.g. reasonable adjustments for customers).

Consider
- How does your organisation support a diverse customer base?
- How could your organisation ensure it is understanding its customers requirements (e.g. do they require information in braille format?).

Principle 7
We have robust and clear data to measure progress. We benchmark ourselves against the best.

EDF Energy has embedded the following into their practices and wants our suppliers to monitor their practices by using:
- employee engagement surveys
- workforce monitoring data
- recruitment monitoring data
- supplier monitoring.

Remember to monitor at least the following protected characteristics of gender, ethnicity, age, disability and sexual orientation.

Consider
- Does your organisation currently use mechanisms to measure progress against at least four protected characteristics?
- What could you do differently?

What do we mean by monitoring?
It is important to monitor across the protected characteristics outlined in the Equality Act 2010. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It is important to analyse this information to inform your future strategy.
Together we will achieve excellence in diversity and inclusion.

Contact us
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