

SIZEWELL C DIVERSITY & INCLUSION CHARTER



Purpose

The Sizewell C Diversity & Inclusion Charter provides principles for the Sizewell C team to ensure that diversity is valued, encouraged and supported, and that Sizewell C is an inclusive place to work.

Definitions

Diversity: This refers to how we all differ which includes sex, gender, sexual orientation, race, country of origin, life experience, socio-economic circumstance, class, education, age, disability, health or family circumstance, religion and beliefs.

Inclusion: This refers to creating a work environment and culture where all differences are valued, respected and bias including unconscious bias is recognised and responded to appropriately.

Sizewell C Diversity & Inclusion Charter

It is important to support and encourage diversity at SZC as it is a project which will touch many people in society - by valuing the different points of view and experiences that a diverse team brings and by fostering an inclusive climate, we will create a better project. We want the whole team to have the opportunity to contribute to the success of the project.

We believe that a commitment to diversity and inclusion is essential to reflect the society we serve today and in the future. By adopting this Charter, we make a public agreement to observing the following principles and conscious practices:

- Creating a safe and inclusive place to work
- Valuing diverse views and making space for them to be heard
- Educating yourself and accepting the experiences of others
- Challenging any non-inclusive behaviours that you may observe
- Promoting good diversity practices throughout the project and its supply chain, in particular in the recruitment, retention and promotion of a diverse workforce and equal pay
- Practising mutual respect for qualities and experiences that are different from our own
- Building alliances across differences so that we can work together to eradicate all forms of discrimination
- Setting targets, monitoring data and taking actions to meet the targets.