



## Diversity & Inclusion at ENGIE

ENGIE is committed to supporting diversity and to creating an inclusive culture. We strive to create an inclusive environment for both our employees and all other parties with whom we have a formal relationship. ENGIE also acknowledges that the communities in which we operate will be diverse in different ways and we have a responsibility to try to reflect these differences where possible in the people we employ and the way we operate.

We work closely with our suppliers and encourage them to adopt a similar approach to inclusion; both in their relationships with their own employees and suppliers. ENGIE is a FIR (Fairness, Inclusion, Respect) ambassador for the Supply Chain School which enables us to enhance our knowledge and to be able to share best practice with our supply chain on key items relating to discrimination, fairness, inclusion and respect.

ENGIE promotes equal opportunities in employment. Job applicants and employees receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation ("Protected Characteristics"). Employees of ENGIE are encouraged to form Diversity network groups to discuss any issues relevant to them in the business; we currently have network groups for WIN (Women in Network), LGBT, Women in Leadership and Mothers at ENGIE amongst others.

We provide our employees and managers with information on diversity and inclusion in the workplace and outline our expectations of our employees through policies and appropriate training. A mandatory Diversity and Inclusion e-learning training is in place along with a discrimination training handbook that is issued to all employees.

ENGIE has a Diversity and Inclusion Panel, which holds quarterly meetings to review progress and identify other ways in which we can ensure our commitment to creating a diverse and inclusive workplace is sustained.

Externally, ENGIE engages with the BITC (Business in the Community) on Gender related campaigns and works with the BITC to understand where we currently are and how to further improve our approach towards diversity related matters. ENGIE is also a sponsor of the WIFM (Women in FM) special interest group and has ENGIE employees who are standing WIFM committee members.

ENGIE measures diversity in relation to attraction, retention and career progression which help us monitor our progress and address any structural factors that our [2020 Gender Pay](#) report highlighted.