
Corporate Pledge for Diversity & Inclusion

advised by Women in Renewables Asia

Background:

The Corporate Pledge for Diversity & Inclusion, propelled by corporate C-suite leaders, aims to rally the energy business community to advance diversity and inclusion within the workplace. The Pledge outlines a specific set of actions the signatory corporate parties will take to cultivate a trusting environment where all ideas are welcomed, and employees, especially women employees, feel comfortable and empowered to realize their capability and career potential.

“This is our official stance on diversity & inclusion. We define Diversity and Inclusion as the foundation for our business, our culture, our workforce, and our leadership. We pledge to educate ourselves about inequality, unconscious bias, and gender stereotypes. We will support Women and all minority workers. We will act on creating more inclusive environments and implement behavioral shifts to ensure all our employees are equipped and empowered with the same level of resources, understanding, and opportunity. We pledge our solidarity with all workers who are dedicated to the cleaner energy transition. We commit to support other companies in doing the same.”

- ENGIE/Masdar on Diversity & Inclusion Pledge

Inclusion is the Amplifier of Diversity

It is more than a responsibility to do more for the rights and interests of female employees. The renewable energy industry needs to engage and retain more women – and promote them. Their leadership and contributions will be crucial to ensuring that the energy systems of the future address the needs of modern societies and leave no one behind. Collectively as business leaders we agree that we must do more, which means committing to four goals that we believe will catalyze further conversations and actions around diversity and inclusion within the workplace and foster collaboration among our organizations.

1. Unconscious Stereotypes Training & Produce Inclusive Work

Unconscious stereotypes training enables individuals to begin recognizing, acknowledging, and therefore minimizing any potential blind spots he or she might have, but wasn't aware of previously. We commit to rolling out unconscious bias education within our companies in the form that best fits our specific culture and at regular paces. By helping our employees recognize and minimize their blind spots, we aim to facilitate more open and honest conversations.

2. Hiring Standards and Practices

Supporting a greater percentage of women to step up into leadership will have tremendous cultural and economic benefits. We commit that by 2030, the proportion of female employees will reach 40% of the company's total number of employees across all our global branches, and the proportion of middle and senior female employees will reach 30%, together with clear career-path development up to the management level and training lessons.

3. Corporate Exchange on Corporate Best and Unsuccessful Practice

By sharing and learning with each other, either successful or not-so-successful practices, we strengthen our existing programs and commitments to better serve our employees, industry and

the society. We commit to share our experiences to help organizations evolve and enhance their current diversity strategies.

4. Create Accountability Systems

We pledge to create accountability systems within our corporates and set an equity, diversity and inclusion (EDI) index to track our own progress and to share regular updates with our leadership in order to catalog effective programs and measurement practices. The results will be evaluated at the end of every year.

Together we can make better progress on the inherent promise that all of our people should be able to bring their best selves to work and unleash their full potential. By working together toward diversity and inclusion within our workplaces, industries, and broader business community, we can cultivate more meaningful changes for our society and a better future for our children and future generations.

“ _____ ”

Get Involved in the Network

** Commitment is what we believe. There is no cost involved. All you need to do is simply sign on this and fill the valuable time with commitments.*

If you have any question or meet with any trouble, please contact molly@womeninrenewables.org.

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Chair

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