

## Why diverse leaders are essential for the energy industry

### Improving performance

Increase at companies that have one woman on board<sup>1</sup>

**26%**

Share price

For companies ranking in top quartile diversity VS those in the bottom quartile<sup>2</sup>

**35%**

More likely to outperform

For companies with the most women on a board compared to the least<sup>3</sup>

**66%**

Higher return on capital

### Better Decision Making

Equal gender diversity ratios correlate to **higher innovation**<sup>4</sup>

Different view points and perspective prevent "group think" and brings **new thinking**<sup>5</sup>

Shale, renewables, oil price, new demand markets, climate change and carbon sequestration need **new thinking**



### Achieving better corporate governance and ethics

Companies that have women on boards are **more likely** to follow governance rules & identify alternative criteria to measure<sup>6</sup>

Just one female on the board cuts the risk of going bust by **20%**<sup>7</sup>



## What are the numbers telling us?

In Q1 2018 of the top **80** energy companies in the U.K.<sup>8</sup> **50%** had no women on their boards and **88%** had no female executive board members.

The Davies report (2015) recommends that FTSE 350 boards have at least **33%** women on their boards by 2020 and Hampton-Alexander (2016) recommend for the FTSE100 that the executive pipeline (executive committee members and their direct reports) have at least **33%** women by 2020.

### Proportion of executive board seats held by women<sup>9</sup>

Power & Renewables: **15%**



Oil & Gas: **4%**



### Proportion of all board seats held by women<sup>9</sup>

Power & Renewables: **18%**



Nuclear: **8%**



Oil & Gas: **7%**



Do you? Are you? Can you?

What have you done to examine what changes are possible in your recruitment and promotion processes to remove as much bias as possible and truly appoint the best person?

### SETTING GOALS

Do you have gender diversity targets for senior managers?

### REPORTING

Are you reporting on gender diversity internally /externally?

### TRACKING

Are you tracking your data?

### SPONSORING

Are you sponsoring high-potential women?

### BREAKING DOWN BARRIERS

Are you putting in place the initiatives and messages that are needed?

### LEVELLING

Are you compensating for the different claims men and women make for their own competence and experience?

### APPOINTING

Have you appointed any women to your board or other executive committees?

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## Our Objectives

**40%** of energy company middle management to be female by **2030**

**30%** of executive energy company board members to be female by **2030**

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**POWERful WOMEN**

**Why gender diversity is important for business**