



## LEADERSHIP AND TARGETS



### **DIVERSITY & INCLUSION ACROSS THE SUPPLY CHAIN**

EDF requires its supply chain partners to operate in a way that demonstrates the same commitment to sustainable, responsible and ethical business that it expects of its own people and business activities.

This is particularly evident when it comes to Diversity and Inclusion. EDF believes its supplier base needs to represent the world we live in and be inclusive of all the diverse groups in society. The company expects its suppliers to share this ethos, which can be demonstrated by:

- ✓ Having policies that comply with the Equality Act 2010
- ✓ Striving for a reputation as an organisation with diversity and inclusion as a core value
- ✓ Recruiting, developing and promoting the very best person for every job, treating everyone fairly and with respect
- ✓ Embedding diversity and inclusion within business operations and practices
- ✓ Having a working environment that respects individuals' responsibilities and their wish to balance work and personal life
- ✓ Having robust and clear data to measure diversity and inclusion progress and achievements



**£35m**

annual spend on  
companies owned  
and run by women



## Supply chain Diversity & Inclusion statistics

EDF wants its supply chain to be as diverse as possible and in the last four years has worked hard to make this happen. The business has increased annual spend on companies owned and run by women by 57% to £38.5 million and has partnered with We Connect International to seek out mutual opportunities.

For companies owned or managed by people with a disability that figure is up by 617% to £5.5 million. As a proportion of total annual spend this represents an increase of 294% to 0.14%. EDF partners with Disability Rights UK to seek out new partnership opportunities.

For companies owned or managed by people from the BAME community it's up 733% to £18.2 million which represents an increase of 357% to 0.45% as a proportion of total spend. EDF works with MSDUK to foster relationships with relevant companies.

Finally, for companies owned or managed by those identifying as LGBT the company's annual spend is up by 693% to £5.4 million which is a jump of 335% to 0.13% of total annual spend. EDF works closely with LGBT rights campaigners, Stonewall, to seek out mutual opportunities.

*"We believe in working together with our suppliers to drive mutual corporate aims in respect of creating 'better lives', 'better experience' and 'better energy' for stakeholders. We want to achieve excellence in Diversity and Inclusion across the supply chain spectrum and demonstrate leadership across the sector."*

*Andy Horne, Head of Supply Chain, Shared Goods and Services*

