# POWER ful WOMEN

CASE STUDY OCT 2020



# **VISIBLE SENIOR FEMALE ROLE MODELS**



#### **WOMEN IN ENGIE**

### - A SPOTLIGHT ON FEMALE SUCCESS

The ENGIE Group has for many years practised a conscious policy of promoting gender diversity and professional equality, taking concrete action to help women progress within the Group. This includes giving a voice and visibility to women on their career journeys, not least the CEO of ENGIE UK & Ireland, Nicola Lovett, an important female role model both inside and outside the company.

A number of global initiatives support professional equality across ENGIE. In the UK, the 'Women in ENGIE' (WiE) network is a community of like-minded employees collectively committed to advancing diversity and inclusivity.

WiE's published mission is: "We promote and celebrate inclusive behaviour. We listen, inspire and support. Together, we drive positive change." The network focuses on issues such as equal policies, fair recruitment processes and the promotion of an internal women's mentoring scheme.



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WiE was officially launched in the business in March 2020, to coincide with International Women's Day 2020 and less than a year after the first conversations began. This was celebrated with a launch event at Wembley Stadium, where Nicola Lovett gave an inspirational speech of her career journey so far, illustrating what it has taken to be a successful woman in the workplace.

Members of the UK Executive Board also attended the event and were asked a series of hard-hitting questions on how they expect the future of ENGIE to look, especially in an ever changing and diverse world. It showed a welcome willingness to be held to account. It also highlighted just how importantly senior leaders within ENGIE view diversity and inclusion and are collectively working to make it a company that its employees are proud of.

### **Women in ENGIE Objectives**

**ENHANCING CAREERS** 

THROUGH SUCCESSION AND **OPPORTUNITIES** 

**MAINTAINING AND ENCOURAGING** 

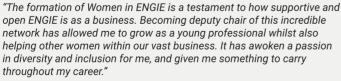
**RAISING PROFILES** 

**CHANGING CONVERSATIONS** BY PROMOTING AWARENESS

"Forming the Network is a way for me to share and promote the levels of support that I have personally experienced at ENGIE. Although we operate in industries that have traditionally been dominated by men, we have amazing male and female role models who are actively driving positive change.

Divisional Head of Legal and Chair of WiE





Charlotte Slater Development Engineer and Deputy Chair of WiE







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