



MOVING FROM UNCONSCIOUS BIAS TO CONSCIOUS INCLUSION

wood.

THE MINERVA NETWORK – CONVERSATIONS ACROSS THE GLOBE

Wood's eight global employee networks provide a platform for their people to connect, learn, share views, explain what's going well and recommend improvements to make the company an even better place to work. An open and inclusive space, everyone at Wood is welcomed to get involved in conversations to shape a better future. Each network has clear terms of reference and an action plan for the year, aligned to Wood's culture and inclusion ambitions.

The Minerva Network is one of these, welcoming everyone with an interest in diversity, inclusion and gender balance. Supporting Wood's commitment to embracing and promoting gender diversity among its talented employee community, as well as raising awareness of the business case for greater diversity, the network focuses on activities to attract and retain more women in Wood and encourage more women to pursue STEM careers in the industries the company works in.



With almost 600 members spanning the 60 countries Wood operates in, conversations alight across Minerva's Yammer.

Activities aim to drive awareness and provide networking, peer support and personal development. They include gathering momentum behind International Women's Day through members hosting events, sharing stories and engaging across the global Wood team to celebrate achievements, challenge bias, and take action for equality. Network members regularly create local events aimed at inspiring future talent by showcasing the amazing career opportunities available to women in energy and the built environment.

"Building the best working environment is about all of us committing to making things even better. It's learning from our colleagues, listening to each other, and taking action, so that we're always moving forward. Our employee networks help us achieve this. They help us build our culture. One conversation at a time."

*Lisa Ferrol,
Head of Culture & Inclusion at Wood*

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