



## 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.



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

**RAISING PROFILES**  
BY SHARING STORIES AND  
EXPERIENCES

**MAINTAINING AND  
ENCOURAGING**  
A DIVERSE WORKFORCE

**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."*

**Laura Aguiyi**  
Divisional Head of Legal and Chair of WiE



*"The formation of Women in ENGIE is a testament to how supportive and open ENGIE is as a business. Becoming deputy chair of this incredible network has allowed me to grow as a young professional whilst also helping other women within our vast business. It has awoken a passion in diversity and inclusion for me, and given me something to carry throughout my career."*

**Charlotte Slater**  
Development Engineer and Deputy Chair of WiE

