

Energy Leaders' Coalition Commitment

Powerful Women is a UK initiative which promotes the professional growth and leadership development of women across the energy sector. Our goals are to see 30% of executive board roles and 40% of management roles filled by women by 2030.

The PFW Energy Leaders' Coalition Commitment is one made at the very top of an energy company by the CEO. It's a commitment to accelerate progress for better balance in the sector and to make 'good' visible. It's a commitment to tackle the big barriers and share real solutions with other CEOs in the sector for lasting change all our people can see.

The Coalition is a safe space for CEOs and their organisations to learn from each other, exchange ideas, work collaboratively to take a lead on driving improved business performance and collectively creating an inclusive vibrant sector working to reduce carbon emissions and provide clean energy for all.

Your commitment as a leader

1. Recognise your personal role in driving change, acting as an Ambassador for better balance
2. Communicate your ambition, your targets and your timeline for change in a public declaration
3. Hold yourselves accountable for your progress
4. Set key measures to track progress and report publicly on them
5. Provide the resources you need to deliver your ambition and support your people to do so
6. Communicate progress across your organisation
7. Share successes externally and look to peers for solutions to challenges.

In return, you

1. Are understood as being ambitious but honest about the fact there is much more to be done
2. Attract talent that might not otherwise be looking to your organisation
3. Are supported and mentored to break down internal barriers to progress
4. Give your organisations an 'edge' in the search for talent
5. Improve the public perception of your organisation and the energy sector
6. Are supported to drive sustained inclusive culture change at a time of transformational change.

How does it work?

The ELC is a community of CEO's in the energy sector that meets every two months or so to progress the shared purpose. CEOs are expected to attend at least 50% of the meetings in person to maintain their commitment. Delegates do not normally attend in their place but can by exception. One of the meetings is usually held in part with a Minister or their representative to engage with Government on the progress for conscious inclusion in the energy sector. When a CEO cannot attend, one present

undertakes to have a post meeting call with them to bring them up to speed on issues discussed and decisions made. The CEOs own the workplan and are responsible for it, delivering some actions directly. The CEOs are supported by Nick Wayth, PFW board member and CEO of the Energy Institute. CEOs rotate the chair and hosting of meetings and D&I leads of the meeting host and subsequent meeting host attend and support the meetings for continuity.

Each CEO also nominates a D&I lead from within their organisation to join a working group which is responsible for delivering part of the workplan. This group meets quarterly and undertakes work between meetings against an annual plan agreed by the CEOs. Each D&I lead will receive the minutes of the ELC meetings to ensure actions are followed up and supported as necessary.

CEOs sign off an annual report of their work for publication each May.

All leaders that commit to the ELC are also invited to contribute £10k per annum from their company to support the core resourcing of the PFW initiative and ELC programme and are promoted as core partners of all PFW activities throughout the year. However, being part of the ELC isn't contingent on providing financial support. Engagement in and delivery of the work is most important.

Signed: members of the PFW Energy Leaders' Coalition

Supported by: Ruth Cairnie, Chair of POWERful Women