



What can you do?

If you're an aspiring woman ...

- Get a career **STRATEGY** – think hard about your leadership journey
- Get **MENTORED** or ask someone to **SPONSOR** you
- **UPSKILL** for the energy transition
- **CALL OUT BIAS** when you see it
- Encourage your **COMPANY** to set targets and deliver change
- Remind people of the **BUSINESS CASE** for better diversity and inclusion
- **SHARE** your experience with others, eg through career case studies
- **CREATE** a women's network or employee resource group within your organisation
- Consider how you can **ENGAGE MALE ALLIES** and line managers
- Build relationships and **NETWORK**
- **PULL UP A CHAIR** for a woman you think should be at the table.

If you're an energy company or leader ...

- Set visible gender diversity **GOALS** and targets at all levels in your organisation linked to your growth strategy
- Gather, track and **REPORT** your diversity data to check you're getting a return on investment
- **APPOINT** women to your Board and leadership teams
- **FOSTER** an inclusive culture – make your workplace somewhere where people can be themselves, call out bias and thrive
- Be an **INCLUSIVE LEADER** and actively listen to feedback
- **SPONSOR** high potential women and become a **MENTOR**
- **GET INVOLVED** in POWERful Women's work and find out how we can support you in your D&I ambitions
- **SHARE** your best diversity & inclusion practice and learn from others

Keep up to date

Want to join our network and stay up to date on our events, campaigns and resources? Subscribe to our monthly newsletter by emailing: info@powerfulwomen.org.uk

Find out more about our work, latest statistics and resources by visiting the below:



www.powerfulwomen.org.uk



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POWERful Women

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POWERful WOMEN

Working for a gender-balanced, diverse and inclusive UK energy sector



References

1. McKinsey – Delivery through Diversity, 2018.
2. Credit Suisse – CS Gender 3000: The Reward for Change, 2016.
3. Boston Consulting Group – How Diverse Leadership Teams Boost Innovation, 2018
4. Davies Report – Women on Boards, 2011
5. Deloitte Australia – 'Waiter, is that inclusion in my soup? A new recipe to improve business performance', 2013
6. Byron, K and Post, C – cited in CIPD Diversity and Inclusion at Work: Facing up to the Business Case, 2018
7. POWERful Women in association with PwC – Annual State of the Nation 2023

The 'why' of diversity and inclusion

Greater diversity and inclusion are essential for a successful, secure and equitable transition to net zero.

Evidence shows it's good for business performance, governance and consumer engagement. Different perspectives and experiences prevent "group think" and bring the innovation essential to meet the energy challenges and opportunities of the future.

21%

more likely to achieve above-average profitability if companies are in the top quartile for diversity on their executive teams¹

3.5%

excess annual returns in companies with at least one female director compared to an all-male board²

19%

higher innovation revenue for companies with above average diversity on their management teams³

20%

reduction in risk of going bust with just one female on the board⁴

Teams focused on diversity and inclusion deliver highest levels of engagement leading to:

- 83% uplift in ability to innovate
- 31% uplift in responsiveness to customer needs⁵

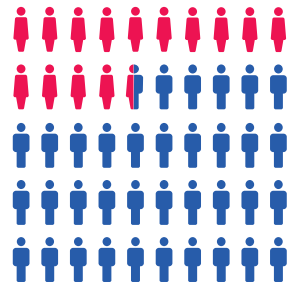
Women's board representation is positively associated with CSR and social reputation⁶



POWERful Women's mission '40 by 30'

We want to see women in at least 40% of leadership and middle management roles in the UK energy sector by 2030.

The UK energy industry is currently lagging behind the FTSE 350 and other sectors when it comes to gender diversity at the top. As of April 2023⁷, women occupied just 29% of board roles and one fifth of UK energy companies had no women on the board at all. The picture is more promising when it comes to leadership and middle management roles, where initial data shows female representation at around 30%.



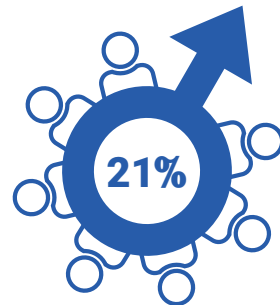
*top 80 significant employers

29%

of board seats across the UK energy sector* are held by women

2023

#PFWStateoftheNation



21% of top UK energy companies have **no women** on the board

2023

#PFWStateoftheNation

Progress on diversity is slow and research shows that women in middle management continue to experience career barriers. We need a step change to attract and retain the rich and diverse talent, skills and leadership the UK energy sector requires.

What we do

POWERful Women is a professional initiative based at the Energy Institute seeking to address the continued underrepresentation of women in the UK energy sector. We work collaboratively with government, the regulators, energy companies, D&I specialists, influencers, allies and women working in the sector.

To achieve our goals we:

- **SUPPORT** – practical support for companies committed to improving their gender diversity and inclusion and for women to advance their careers
- **CHALLENGE** – reporting on progress, challenging organisations on their commitments and publishing research
- **CONNECT** – running events and providing platforms for women to network and for companies, regulators, government and experts to collaborate.



Want to find out more and join our network? See the back page for ways to stay in touch.