

What we do and the difference you can make

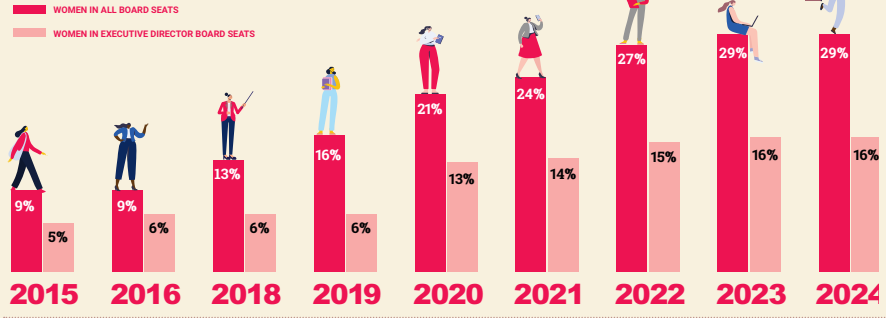
Our mission is to create a gender-balanced, diverse and inclusive energy sector fit for the energy transition.

Our goal is for at least 40% of leadership and middle management roles in the UK energy industry to be held by women by 2030.

Our impact

For 10 years, we have been championing women in the UK energy industry. Since 2014 female representation has risen at board, leadership and middle management levels.

PROGRESS ON WOMEN ON BOARDS



34% WOMEN IN LEADERSHIP

32% WOMEN IN MIDDLE MANAGEMENT

We have:

>100
Supported **over 100** mentees

135
Published **135** case studies & 'How To' blogs

>100
Run more than **100** events

Built **10,000** LinkedIn followers & **1,500** newsletter subscribers

And we are: Supported by **97** PFW Ambassadors

But there is **more to do**. Find out **how YOU can help ...**



Our manifesto for 40 by 30 and beyond



Implement equal parental leave

It is time to accelerate the pace of change.

To achieve our goals we have identified **THREE KEY ACTIONS** that organisations can take to make a difference, starting now.



Set a **BOLD AMBITION** for 2030 that encourages your organisation to aim high, aligned with PfW's 40% by 2030 target.



Create an **ACTIONABLE STRATEGY**, ensuring your approach to talent supports your business strategy



Employ **CRITICAL ENABLERS**, including gathering and reporting comprehensive diversity data, and employing effective feedback loops



Will YOU make a commitment to speed up the pace of change?

Do YOU want to benefit from higher performance, innovation and resilience?

What will YOU choose to do – or advocate for - to move the needle?



Challenge your supply chain on their DEI policies and include this as part of the tendering process



Check that your policies on flexible working are effective – are they being used and if not, why not?



Review your value proposition to ensure it's attractive to women with a strong sense of purpose and commitment to DEI



Use your succession planning and mentoring to appoint at least one female Chair, CEO, CFO or SID within the next cycle of board changes



Set up an Employee Resource Group and give visibility to women



Conduct an inclusion audit to create an inclusion index, to measure culture and drive improvements



Train managers to build an inclusive and tolerant workplace where people are empowered to challenge unhelpful behaviours



Interview a certain percentage of appropriately talented women for key roles, removing bias and expanding your recruitment channels



Sponsor talented women and ensure progression is based on ability



Positively support and develop women returning from career breaks



Dedicate time at your next executive team meeting to discuss the importance of DEI to the business



A call to action

Make your **commitment** today
to **speed up the pace of change**



Take this away with you as a reminder to start tomorrow.

Scan the QR code for a link to our online pledge page and find more recommendations for actions

ACTIONS OTHERS CAN TAKE:

If you are **INVESTOR**:

- ✓ review and challenge the diversity and cultures of the businesses you are investing in

If you are in **GOVERNMENT**:

- ✓ review and challenge the diversity and cultures of the businesses you meet with and support

If you are a **REGULATOR**:

- ✓ strongly encourage companies to measure, report on and improve the diversity of their workforce and communicate the importance of DEI

If you are an **INDUSTRY ASSOCIATION**:

- ✓ commit to gender balanced panels and inclusive events for the sector

If you are an **ADVOCATE**:

- ✓ share and encourage these actions to support our journey

SUPPORT



CHALLENGE



CONNECT



OUR COMMITMENT TO YOU:

POWERful Women will help – through **challenging, supporting and connecting** organisations and individuals.

We will continue to monitor companies' diversity data and actions, report on progress, celebrate good practice and support delivery. We will also support women on their career journeys, through mentoring, networking and practical resources.

Find out more, keep up to date and **get involved**:



Sign up to our monthly newsletter



POWERful Women



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