



# Be.U@ENGIE

## DIVERSITY, EQUITY & INCLUSION POLICY

“So that each and every person counts and feels free  
to give the very best of themselves”



At ENGIE, our mission statement and employer promise are clear: we advocate a societal model which reconciles economic performance and positive impact on both people and the planet. We are staking our bets on the power of the collective and are interacting as part of a committed community which is disrupting and inventing the future. Diversity and inclusion are therefore at the very heart of our industrial corporate culture.

This Diversity, Equity & Inclusion (DEI) policy is embodied by the powerful commitments we have made to promote unity across ENGIE and illustrate our Mission Statement. We are unwavering in our commitment to ensuring that our Group is a place where everybody “has their place” and can freely leverage their full potential.

## OUR COMMITMENT FOR AN INCLUSIVE WORLD

At ENGIE, we want to create **caring and inclusive working environments**. We want to create environments that look after people's mental well-being, so that each and every person counts and feels free to give the very best of themselves. We are absolutely certain that bringing our differences together, listening to one another, challenging ourselves and building together all constitute a powerful lever for creativity and performance, while enhancing our appeal. We value people's differences. They are a source of wealth. Indeed, the energy transition requires the expertise of each and every one of us.

**Diversity:** to fulfil its ambition of being a leader in the energy transition, ENGIE needs everybody's expertise and needs to hear everybody's point of view. We see **people's differences as a source of wealth** – they help the Group to achieve its ambition.

**Equity:** ENGIE is committed to ensuring **equal opportunities** for all of its employees. It provides them with the means to exist in a caring and inclusive working environment throughout their professional career.

**Inclusion:** because **each and every person is unique**, each employee must feel able to come to work as they are so they can flourish and contribute to the Group's success.

We are committed to equal opportunities, and will not tolerate any form of discrimination, harassment or violence.

# BE UNIQUE, BE UNITED, Be.U@ENGIE

We have brought our vision and our commitments together within the framework of an ambitious policy that we are rolling out across the whole Group. It's called **Be.U@ENGIE**

## Be.U: as in

- ♦ **Be You** – we need to be ourselves at ENGIE.
- ♦ **Be United**, because we all have a shared aim – successfully delivering the energy transition and ensuring that our unity contributes to our collective performance.
- ♦ **Be Unique**, because we are all different and every one needs to feel free to be the very best version of themselves at work.

## OUR 5 PILLARS

The main initiatives we are implementing as far as Diversity and Inclusion are concerned are focused around **5 pillars**:

- ♦ **Gender equality**: having gender parity across the company is a key aim for ENGIE. To increase the numbers of women working within the Group, we are putting in place action plans to support them throughout their career and attract more women to technical roles (there is currently a shortage). Parity in the management department (40-60% by the end of 2030) is one of the Group's non-financial indicators;
- ♦ **Origins**: increasing diversity across ENGIE and valuing the richness of each person's origins. This relates to culture, ethnic origin, nationality, religion, social origins and education;
- ♦ **LGBTQ+ issues**: promote inclusion for LGBTQ+ people so that they feel included and respected, regardless of their sexual orientation or gender identity;
- ♦ **Abilities**: adapt working arrangements and working conditions to welcome and include people with any type of disability;
- ♦ **Generations**: make use of people's talent and energy across the generations, employing young people and older people like, as well as sharing skills and expertise between generations.

# A POLICY THAT BRINGS PEOPLE TOGETHER

Our DEI policy brings people together – **ENGIE, our employees, our clients, our suppliers and our shareholders.** We want all of our stakeholders to subscribe to its values and to share them with people across the world. All of these initiatives will factor in the needs and concerns of employees, and will be deployed across all of the Group's businesses and countries. They will incorporate the specific cultural and legislative features of the countries in which ENGIE operates.

At ENGIE, we want to promote a more **inclusive culture**: we want to raise people's awareness and provide training on diversity and inclusion so that everybody has a better understanding of the world in which we live, so we can reflect it. **Each of us, at our own level, can be an ally** in meeting these aims – particularly managers whose role is also to promote this culture through a positive attitude and exemplary behaviour.

## ITS SIX PRINCIPLES

