

# Declaration on equal opportunities for all in the energy sector

Non-discrimination and equality are among the European Union's founding values, enshrined in the EU Treaties and the Charter of Fundamental Values; nonetheless, the energy sector remains one of the least diverse and inclusive workplaces with 80% of its workforce made up by men.

An inclusive and diverse environment, which encourages the full potential of a wide range of stakeholders and individuals, is central to achieving the EU's ambition of a clean energy transition. We can only reach our full potential if we use all of our talent and diversity; for this reason, it is essential that the energy sector actively promote equality at all levels, so we can benefit from the talents of all.

## AS SIGNATORIES OF THIS DECLARATION, WE COMMIT TO:

- 1 Endorse the principles of diversity and equality as drivers for innovation and economic growth necessary for accelerating the clean energy transition.
- 2 Define a diversity and inclusion policy and apply the principles of equal opportunities in decision-making, management processes, and human resource management. This includes gender as well as other factors that disproportionately disadvantage individuals including ethnicity, disability, age, and sexual orientation among others.
- 3 Fight stereotypes and biases at the workplace at all stages: during recruitment, professional development, appraisal, and remuneration.
- 4 Increase women's representation and diversity in decision-making positions.
- 5 Adopt measures to ensure that each individual can reconcile work, private and family life and prevent unequal sharing of caring responsibilities.
- 6 Adopt a zero tolerance policy for any form of discrimination, harassment, bullying or intimidation.
- 7 Explore ways in which the energy sector can become a more attractive field of employment for women in order to increase competitiveness, such as for instance exploring potential outreach to increase the attractiveness of energy as a subject in education.
- 8 Analyse, monitor and evaluate the progress in implementing the diversity commitments on a yearly basis.
- 9 Communicate the implementation of the Declaration's actions and their results to all stakeholders.



**EQUALITY PLATFORM**  
for the energy sector

Roberto Zangrandi  
Secretary General  
E.DSO