

Equality, Diversity & Inclusion Policy

As a neutral and independent organisation, the Alliance for Rural Electrification (ARE) is committed to encouraging equality, diversity and inclusion in our workforce and eliminating unlawful discrimination.

The aim is for ARE to represent all segments of society and our members, and for employees to feel respected and able to give their best.

Historically, the energy sector has been dominated by male professionals. Over the last years, more and more female professionals are entering the sector. ARE fully supports and welcomes the equality of the sexes in the field and recognises the need for an industry association to reflect this in its own structures and activities.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, consultant, part-time or full-time.
- not unlawfully discriminate because of disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour and ethnic or national origin), religion or belief, sex and sexual orientation.
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

In order to promote a balanced gender, diversity and inclusion representation in Alliance for Rural Electrification's operations, the following policy guidelines are proposed:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, partners, suppliers, and any others in the course of the organisation's work activities.
- Both internally in its bodies, and externally at ARE-led events, the Alliance for Rural Electrification shall strive to reflect equality, diversity and inclusion of the various segments of society.
- When speaking at 3rd-party events, Alliance for Rural Electrification representatives should follow the policy of making their participation conditional on at least one female being on the panel.
- This policy is to be made public.

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with employees.