

# Diversity & Inclusion Charter

## Purpose

The Sizewell C Diversity & Inclusion Charter provides principles for the Sizewell C team to ensure that diversity is valued, encouraged and supported, and that Sizewell C is an inclusive place to work.

## Definitions

**Diversity:** This refers to how we all differ which includes sex, gender, sexual orientation, race, country of origin, life experience, socio-economic circumstance, class, education, age, disability, health or family circumstance, religion and beliefs.

**Inclusion:** This refers to creating a work environment and culture where all differences are valued, respected and bias including unconscious bias is recognised and responded to appropriately.

It is important to support and encourage diversity at SZC as it is a project which will touch many people in society - by valuing the different points of view and experiences that a diverse team brings and by fostering an inclusive climate, we will create a better project. We want the whole team to have the opportunity to contribute to the success of the project.

We believe that a commitment to diversity and inclusion is essential to reflect the society we serve today and in the future. By adopting this Charter, we make a public agreement to observing the following principles and conscious practices:

**Creating a safe and inclusive place to work**

**Valuing diverse views and making space for them to be heard**

**Educating yourself and accepting the experiences of others**

**Challenging any non-inclusive behaviours that you may observe**

**Promoting good diversity practices throughout the project and its supply chain, in particular in the recruitment, retention and promotion of a diverse workforce and equal pay**

**Practising mutual respect for qualities and experiences that are different from our own**

**Building alliances across differences so that we can work together to eradicate all forms of discrimination**

**Setting targets, monitoring data and taking actions to meet the targets.**

**Sizewell C  
is the  
opportunity**

