



Thursday, 9 September, 2020

### **E.ON's commitments to inclusion and diversity**

At E.ON, we're committed to offering an inclusive culture, where everyone can be themselves at work, feel valued and can achieve their full potential and this year this has been more important than ever, with colleagues having to adapt to new ways of working in a challenging environment.

E.ON supports this commitment in its broadest sense, promoting inclusion across all diversity strands, throughout every level of the organisation.

- E.ON has been recognised as one of the UK's top inclusive employers for the fourth year running as part of [The Inclusive Top 50 UK Employers List in 2020](#), improving our ranking year on year to now be 23<sup>rd</sup> and the only energy company listed
- To demonstrate this commitment E.ON is signatory of the Race at Work Charter, the Armed Forces Covenant and the Care Leavers Covenant. E.ON has also joined the POWERful Women's Energy Leaders' Coalition, along with other organisations from across the energy sector aiming to improve gender diversity and inclusion within their own organisations and across the UK energy sector as a whole
- Colleagues and leaders actively support and drive inclusion through inclusion networks which are open to everyone and support racial inclusion, gender equality, disability and carers, LGBT+, menopause, religion and belief, working families and mental health. Over 1700 colleagues are part of these networks.
- To support colleagues with disabilities E.ON partners the Business Disability Forum, who provide practical tools and advice, are a level 2 Disability Confident Employer and also partner the Dyslexia Society to actively enable neurodiverse colleagues to be their best at work
- In 2020 E.ON achieved Gold in the Mind Workplace Wellbeing Index
- In recognition of the socio-economic challenges in further education degree apprenticeships were introduced in 2019, offering a university degree and paid employment
- Colleagues are also able to build skills through apprenticeships with over 300 colleagues currently on an apprenticeship. In July E.ON was rated 25<sup>th</sup> in the Rate My Apprenticeship awards.
- Our gender pay gap report can be found here: [E.ON gender pay gap 2020](#)