



MORE DIVERSITY ■ MORE FUN MORE SUSTAINABILITY

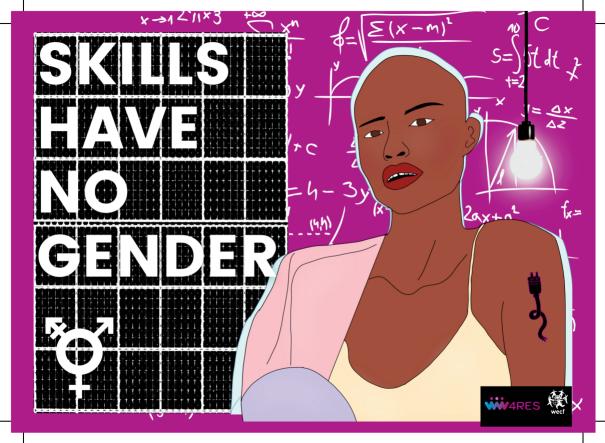
CORNER INFO Data show that diverse teams representing different social groups (age, gender, ethnicity, abilities) lead to better outcomes and a more sustainable future.

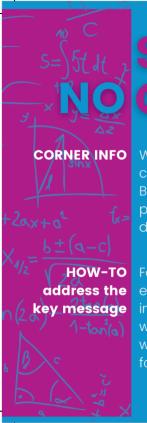
HOW-TO Pursue a gender-sensitive recruitment policy. Use an inclusive language and gender-sensitive pictures for job offers. Eliminate bias in the recruitment process, e.g., push for CVs without photos.

> Foster a feedback/company culture where everybody is appreciated, heard and respected, e.g. through an internal communication platform or surveys.









SKILLS HAVE GENDER

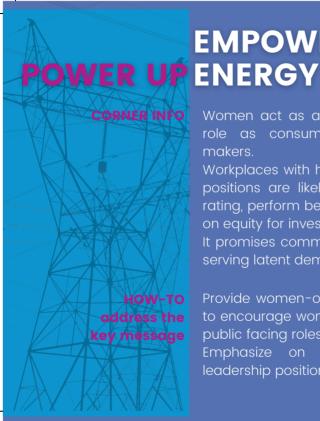
Women, non-binary persons as well as men can be competent engineers, energy experts, or consultants. Being part of the energy transition, installing a solar panel or creating an energy community has nothing to do with gender. Anybody can do it!

Follow a gender-responsive approach to address everyone and to not reinforce gender stereotypes. Use inclusive language, images and icons that portray women as active agents at the workplace and address women when explaining technical aspects and not only for assistance.









EMPOWER WOMEN TO ENERGY

Women act as agents of change thanks to their role as consumers, producers and decision-makers.

Workplaces with high level of women in leadership positions are likely to have higher environmental rating, perform better financially, with better returns on equity for investors.

It promises commercial activities enhancement by serving latent demand of female customers.

Provide women-oriented trainings and mentorship to encourage women to be involved in the leading, public facing roles and technical experts.

Emphasize on reaching gender equality in leadership positions.





USE 100% OF THE TALENT POOL TO ACHIEVE 100% OF YOUR OBJECTIVES

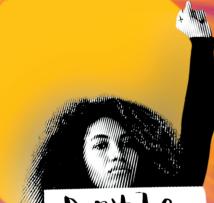




Use 100 % of the talent pool to achieve 100% of your objectives

Because women represent 32% (IRENA, 20 of the RE workforce and occupy only 1/3 of leadership positions in Europe, you should act to increase these statistics at your own level – this will lead to more effectivity, sustainability, return on equity, lower earning risks investment, good management, and it will ensure that underserved groups' needs are taken into account.

Use gender-just communication such as inclusive language in recruitment processes, and show diversity on pictures in your job offers and website, newsletters, annual reports and internal communication. Also, use women role models, and fix quotas at all levels (administrative, technical, management, etc.).



Don't be fools, use gender tools!

I stand up and I raise my voice for a gender and socially-just energy **Transition**



I STAND UP AND I RAISE MY VOICE FOR A **GENDER AND SOCIALLY-JUST ENERGY TRANSITION**

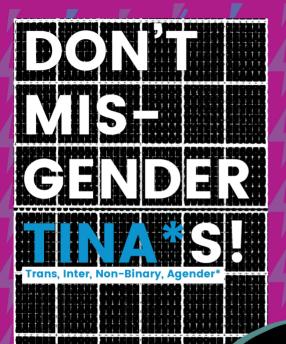
CORNER INFO

We need a feminist and gender just energy approach.. Not solidarity towards the urgency for more gender equality in energy transition.

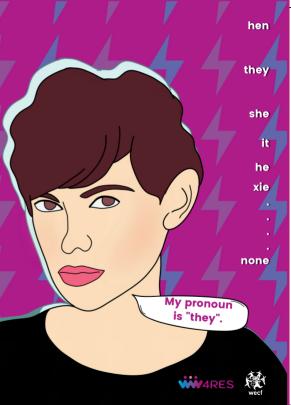
HOW-TO address the key message

Ask your colleagues, friends and networks what could be expected when going ahead with a gender-just energy transition (democracy, peace, citizen's empowerment)





Ask for the right pronoun and use it.



ENTIMISGENDER TINA*S!

CORNER INFO

HOW-TO address the key message

Although a person might look male to you, she/he/they might not be male. There are not only women and men, but several gender identities. Provide a workplace that welcomes all genders.

Ask your employees/colleagues with which pronoun they would like to be addressed, e.g., during workshops or meetings. Use a gender-sensitive language for your internal communication.

Provide separated and shared bathrooms, provide menstrual products in all bathrooms.

Pursue a gender-friendly and non-discriminatory policy.



