



# Diversity & Inclusion Policy

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## About this Policy

The purpose of the Diversity & Inclusion Policy (the “**Policy**”) is to set out the overall aim and goals of Cambridge Energy and its subsidiaries (the “**Group**”) to have an organisation with diverse background, including for example different gender, ethnic background, nationality, education, sexual orientation, religion, age, family status and social origin.

Cambridge Energy Partners (“**CE**”) strive to deliver high quality and innovative products and superior customer experiences globally, and an inclusive work environment with diverse competencies and mindsets is essential to be able to reach this goal. Diversity and inclusion is understood as a prerequisite for maintaining a high performance organisation, and a healthy, agile and innovative work place.

The Policy applies to all employees, all functions, all entities within the Group, and must be read in conjunction with the Code of Conduct.

## Policy Statement

We expect our people to treat each other with dignity and respect, creating an inclusive culture to support equal opportunities. We all play a role in supporting inclusion and diversity and taking personal accountability for our behaviour and contribution. All of our employees, contractors and partners are responsible for:

- Acting with integrity and respect and otherwise in accordance with our company values;
- Role modelling the behaviours through everyday actions;
- Recognising our own personal biases that may cause us unintentionally to exclude and work hard to overcome them;
- Actively supporting inclusion and diversity in our teams and work environments;
- Acting as inclusion and diversity champions – advocating and supporting initiatives and programmes
- Contributing to creating an environment where everyone feels respected, valued and supported to perform at their best
- Speaking up if others appear excluded

Leaders in the Group will:

- Lead by example;
- Fully consider the impacts of diversity across every talent decision they make – hiring, promoting, developing etc. and actively build diversity into their teams;
- Create an inclusive work environment where people feel respected, valued and supported to perform at their best; and
- Actively drive improvement and monitor progress against plan.

No person in the Group shall discriminate against someone on the following grounds:

- Gender
- Race, nationality, or ethnic origin
- Sexual Orientation
- Marital status
- Gender Identity
- Medical or irrelevant criminal record
- Gender Expression
- Political views
- Age
- Pregnancy or potential pregnancy
- Intersex Status
- Religious beliefs or activity
- Relationship Status
- Sexuality or sexual orientation
- Family responsibilities
- Trade union activity
- Disability
- Physical appearance
- Social origin
- Carers' responsibilities

### **Our targets for inclusion and diversity**

We will set specific targets to achieve an inclusive and diverse workplace, for each unit within the Group. Our Inclusion and Diversity objectives and targets will be disclosed in our annual report, and we will measure the inclusiveness of our workplace in surveys.



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