

DIVERSITY & INCLUSION

"Having different people with a range of perspectives on things, creates the conditions for doing better business."

Magnus Hall, CEO Vattenfall

WHAT DOES DIVERSITY & INCLUSION MEAN TO US?

Diversity & Inclusion are two sides of the same coin.
Diversity is about ensuring we are different.
Inclusion is when we make the most of those differences.



"By practising Diversity & Inclusion we honour individuals, we inspire cooperation, creativity and innovation and we satisfy our customers' needs. Together we make the difference."

Magnus Hall, CEO Vattenfall

DIVERSITY & INCLUSION

– in everything we do



“A MORE
ENJOYABLE WAY
OF WORKING”

Having different people with a range of different perspectives on things, creates the conditions for doing better business. It means seeking different approaches to the issues we need to tackle, properly representing the world around us and having a large selection of candidates when we need to recruit. I also believe it leads to a more tolerant climate in our workplaces and a more enjoyable way of working.

Magnus Hall,
CEO Vattenfall



“MAKING
EVERYONE FEEL
INCLUDED”

A company has to reflect society in general and draw benefit from diversity, while at the same time making everyone feel included, both customers and employees alike.

Annika Viklund,
Diversity & Inclusion Officer and Senior
Vice President Vattenfall Distribution

STRENGTHEN THE VATTENFALL WAY

Diversity & Inclusion is not an objective in itself. It's a matter of being the company we want to be and a company we are proud of. In the end it's about doing better business by making the most of all aspects of our skills and knowledge.



Everything starts with the customer

Our customers are more diverse today than ever before. With a higher diversity amongst our employees, we are better able to understand different needs, and meet our customers' expectations.

Continuous learning is key to success

Individuals who feel included and valued will feel welcome to share their perspectives and knowledge. Diverse teams mean a variety of perspectives leading to more dialogue and greater opportunities to learn from each other.

Great people make all the difference

An environment where we are encouraged to speak up and are valued for our differences is more dynamic, more creative and more motivating.

By attracting and recruiting colleagues outside the current norms, we gain access to new knowledge, skills and experiences and increase our ability to change and drive innovation.

Deliver on our promises

By delivering on our Diversity & Inclusion strategy, with clear targets and defined activities, we will live Diversity & Inclusion and realise our ambition to achieve a truly Diverse & Inclusive workplace.

Today's actions determine the future

Expectations on companies are increasing and we want to be an attractive and performance oriented employer. Through diverse teams we get a greater variety of perspectives challenging the status quo, nurturing innovation and leading to better results.

GOALS

To achieve change you need to know what to aim for. These are the goals for Vattenfall's Diversity & Inclusion strategy.



Gender Diversity

- Close the gap between female and male managers.
- Increase the share of female employees.
- Achieve gender balance in the boards of Vattenfall companies.

Diversity in Ethnicity and Cultural Heritage

Ensure that the ethnicity and cultural heritage of our workforce reflect the general public.

Inclusive Culture

Create a culture where people feel valued and able to contribute regardless of gender identity, sexual orientation, education, age, cultural heritage, ethnicity, experience, family status, beliefs, religion and perspectives.

LIVING DIVERSITY & INCLUSION

To fully live the Vattenfall way of Diversity & Inclusion we will perform a number of activities. To make an impact on how we work, each Business Area and Staff Function will devise a plan for how Diversity & Inclusion will develop their business. In doing that a number of strategic actions are put in place.



We will among other things:

- run diversity and inclusion workshops/labs for our Executive Group Management and all Business Areas/Staff Function Management Teams
- run diversity trainings for recruiters and managers in the hiring process
- utilise all openings as an opportunity to improve gender balance on the boards and Management Teams
- review the Code of Conduct for Suppliers
- add Diversity & Inclusion aspects to leadership trainings and Management Team development activities
- Executive Group Management members will develop and implement a personal Diversity & Inclusion plan to reinforce their commitment, increase the impact of the D&I goals and be a role model

DIVERSITY CONTACT

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Read more on the intranet #diversity

Join the Diversity & Inclusion group on ConnectUs