

Supplement to Code of Conduct for UK Offshore Project Suppliers



VATTENFALL

Supplementary note to Vattenfall's Code of Conduct for Suppliers on active collaboration with Vattenfall on workforce Equality, Diversity and Inclusion (EDI).

This supplementary note to Vattenfall's Code of Conduct for Suppliers¹ provides a high-level overview of Vattenfall's expectations of the supply chain's commitments with regards to EDI. In line with section 1.3 of the Code of Conduct (Commitment to Continuous Improvement), Vattenfall expects suppliers to commit to developing a diverse workforce, tackling workforce inequality and to reducing the disability employment gap.

Linked sections

Vattenfall expects suppliers to look carefully at the following sections of the Code of Conduct in relation to EDI:

- 2.7 Working conditions (e.g. hours of work, wages, benefits, leave);
- 2.8 Health and Safety (e.g. safe and healthy environment); and
- 2.10 Non-Discrimination (in hiring, employment and progression practices)

to ensure a supplier has the processes, systems, and monitoring in place with regard to:

- All protected characteristics (e.g. gender, ethnicity, disability and age balance of the workforce);
- Gender pay gap analysis and reporting (including employers with less than 250 people as best practice);
- Providing transparency on anti-harassment policy and how it is implemented, monitored and enforced;
- Demonstrating action to increase representation of disabled and differently able (neurodiverse) colleagues and the support available to them to thrive and contribute;
- Programmes to support targeted groups transition into the workforce. This may include those that have felt previously disadvantaged or have had difficulties in entering or re-entering the workforce (e.g. women/men returners; ex-armed forces veterans; young people that have faced deprivation; unemployed people);
- Implementing the Offshore Wind Industry Council D&I Best Practice Guide and ensuring clear, transparent career progression pathways (www.owic.org.uk/bpg);

- Proactively identifying skills gaps and labour shortages. Enabling programmes (as appropriate and in partnership with UK educational and vocational institutions) to address these gaps. These may include apprenticeships; T-Levels, traineeships; internships; scholarships or other initiatives that deepen the skills base and ensure that there are continuous professional development (CPD) opportunities for people to grow and maximise their contribution.

Vattenfall's commitment

Vattenfall shall proactively engage and collaborate with suppliers over scaling up our collective best work on EDI to deliver on our industry targets and ambitions for a gender, age, differently-abled and ethnically diverse workforce.

Vattenfall will take opportunities to acknowledge and encourage suppliers to continue their inputs and delivery, supporting the move from intention into action. Together we will work to enhance EDI within our sector, as expected by government and society, in a way that has maximum local impact.

Through our shared EDI values, we commit to:

- Learn together with our suppliers - through knowledge sharing (e.g. joint workshops);
- Develop targeted opportunities (e.g. diverse cohorts undertaking training where there are skills gaps or labour shortages);
- Share successes and celebrate learning (e.g. as case studies and through the media, to attract our future diverse workforce);
- Collect data (within GDPR rules) that will chart jobs growth, EDI and skills work effectively
- Implement twice-yearly monitoring as a minimum (with tier 1 suppliers and their supply chain) to share progress, identify opportunities and analyse impact.

Vattenfall's goal is to collaborate over achieving long lasting impacts on EDI so that we are all represented in realising a sustainable fossil free future. Compliance shall be encouraged through sections 1.3 and 1.4 of the Code of Conduct for Suppliers (Continuous Improvement and Consequences of Violations).

¹ <https://group.vattenfall.com/who-we-are/sustainability/social-responsibility/supply-chain-responsibility>