

Equality, Diversity and Inclusion Global Statement

At SmartestEnergy we recognise the power of different perspectives and backgrounds. To embed equality, diversity and inclusion within our organisation globally, we will fulfil a purpose which is to support and advance those who can make a positive difference in the workplace.

I am personally committed to our ambition, that SmartestEnergy is a company with a culture focused on equality, diversity and inclusion as key drivers of inspiration, innovation, and creativity.

Equality is about us ensuring every individual has access to the same opportunities by understanding peoples differing needs and capabilities. With our 'Smartest Balance' initiative, we aim to unlock human potential by creating an equal culture and a workplace where everyone can develop and thrive.

Diversity is about us understanding and welcoming differences. There is a real benefit to us having a breadth of perspectives, especially in decision making. We are committed through our recruitment efforts to ensure that our workforce is representative of our values and our customer base.

Inclusion is about us providing a welcoming and supportive workplace for all, which fosters opportunities to collaborate and learn from others across the business. We continually strive to create an environment where we all feel we belong and valued for who we are, so we're inspired to contribute our personal best in everything we do.

SmartestEnergy is committed to an inclusive global strategy. We will develop our policies with this commitment in mind and recognise that we will be held accountable by them. We want to build and sustain a legacy in the energy industry as **a next generation energy company** with a diverse global workforce that can thrive in a positive environment.

Signed on behalf of all SmartestEnergy companies:



Mr Robert Groves
Chief Executive Officer, SmartestEnergy Limited
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