



# Diversity, equity, belonging and inclusion policy

**This policy describes Ceres' approach to delivering equal opportunities, building an inclusive culture, and contributing to the societies in which we operate.**

We call it DEBI and it encompasses our belief that talent and ingenuity stem from a variety of perspectives and experiences. As an organisation and a group of people, we have an open and inclusive culture and believe all kinds of diversity, including age, gender and cultural background makes for a stronger organisation.

Ceres is not only a high-growth Company, but a vanguard of climate technology at the forefront of clean energy with a modern, international workforce. We are pleased to have over 40 different nationalities represented within the team and we are committed to creating a strong sense of belonging, where people are seen and heard, and supported to succeed.

## **Equal opportunities**

In line with our Company's vision and values, we actively work to attract, recruit, support and retain the best talent from a diversity of backgrounds. We welcome and celebrate applicants regardless of ethnicity, sex, gender, race, age, religious belief, disability, sexual orientation, socioeconomic status, neurodiversity and perspective. We recognise that inequalities exist and are committed to removing the barriers to achieving workplace flexibility, equality and inclusivity. We strive to foster a respectful working environment where everyone can thrive and feel able to be themselves, share opinions and be valued.

## **Zero tolerance**

We are committed to cultivating a Company that promotes an inclusive mindset and stands against all forms of bullying, harassment, victimisation and discrimination. Managers must take complaints of bullying, harassment and unlawful discrimination by employees, partners and suppliers seriously and ensure they are handled properly, as set out in our policy on bullying and harassment.

## **Gender diversity**

Women represented 20% of our workforce and 11% of our engineers and scientists in 2021. Gender diversity in engineering and energy is not a challenge that is unique to Ceres, and we continually seek to improve. We target that greater than 25% of all new recruits are women and closely monitor the progression of women in the organisation and our gender pay reporting.

## **Connect**

Our Connect employee forum represents our belief in the rights and freedoms of individuals and encourages our colleagues to connect with and contribute to a more diverse and inclusive culture.

## **Buddy scheme**

New employees are assigned a buddy for the first three months, from outside their team, to support with knowledge sharing and integration.

## **Employee assistant programme**

All Ceres employees have access to our assistance programme providing free, confidential advice, emotional support or help with practical issues.

## **Reverse mentorship**

We are seeking to embed a reverse mentorship scheme where more senior colleagues can learn from others about their lived experiences and the challenges they have faced at work, arming them with knowledge and information to take practical steps to support equality, diversity and inclusion.

## **Social sustainability**

The Ceres ESG Committee weaves sustainable business practices into our strategic commitment to reduce our carbon emissions, to contribute to the communities in which we operate and to respect the needs of employees and stakeholders.

## DEBI in practice

We are proactive in setting clear goals to become a more diverse and inclusive Company. We aim to create an environment and a business where success is fuelled by diverse points of view.

### Talent management and career progression

In recruitment, we work with specialist agencies that provide access to a diverse pool of candidates that includes amongst other factors, gender, race, disability, and socioeconomic status. Our job descriptions are worded to be neutral and accessible to all. Our shortlisting process promotes gender balance and inclusion of under-represented groups, and all managers involved in the hiring process are provided with tools and training to ensure a fair recruitment process.

Ceres is an equal opportunities employer that will make reasonable accommodation to enable all individuals to apply and compete for employment opportunities for which they are qualified. For assistance, please contact human resources to request reasonable adjustments.

The senior leadership and people teams ensure diversity of participants within our career development and leadership programmes. Career-path frameworks support progression within the organisation, and our digital platform Ceres Academy enables colleagues to build personalised learning paths.

### Inclusivity at work

We are proud of the progress we have made and recognise that there is more to do. To ensure we are listening to our colleagues and to measure our progress we run an annual, independent, and anonymous employee survey.

### Gender pay gap

We are conscious of and intentional about reducing the gender pay gap. We provide biannual reports to our Executive team with data on the gender pay gap, to enable them to effectively evolve our inclusion strategy. For further details see our most recent 2021 Gender Pay Gap [report](#).

Our policies and practices support diversity and inclusion, wellbeing, mental health, anti-harassment and anti-discrimination. We have a speak up policy which encourages colleagues to raise anything of genuine concern.

This policy was reviewed and approved by the Board of Directors of Ceres Power Holdings plc on 28 September 2022.