

WUN Diversity and Inclusion Statement

At the **WUN** (Womens Utilities Network) Ltd, our purpose is to **support and empower women in the utilities sector** by offering the opportunity to build the right networks, access the right development, and take control of their work lives at whatever stage of career they are at.

Our vision is clear: **a utilities sector where women join, stay and thrive.**

WUN is a values-led community created by and for women working across all parts of the utilities industry. Everything we do from our events and mentoring to our leadership and partnerships is shaped by a deep commitment to inclusion, equity and belonging. We recognise that **diverse and inclusive businesses perform better**, and that a sector fit for the future must embrace a wide range of voices, experiences and perspectives.

Our Inclusive Approach

At WUN, inclusion is built into everything that we do:

- **Welcoming All Women**
We welcome and champion all women - including those of different ethnicities, ages, abilities, gender identities, sexual orientations, backgrounds, cultures and career stages. We actively work to build an environment where every woman feels that she belongs, is valued, and can contribute fully to our community.
- **Designing for Inclusion**
We plan our events with inclusion front of mind. That means offering a range of formats (in-person, online and hybrid), considering accessibility needs, using inclusive language, and creating safe, welcoming spaces for connection and discussion. We are mindful of the needs of neurodivergent women and aim to reduce sensory or cognitive barriers wherever possible. Our **Event Inclusion Policy** is published and available for partners to use should they wish.
- **Representation & Role Models**
We work to ensure our panels, speakers and stories reflect the wide diversity of the women in our sector. We believe in representation not for its own sake, but because diverse voices bring fresh insight, challenge norms, and inspire change.
- **Diversity of Thought**
We value difference in background, experience, working style and perspective. We encourage open dialogue, respectful challenge, and collaboration between women at all levels of the industry, from new entrants to long-servers, and apprentices to executives.

Supporting Allies & Intersectionality

While our mission centres on women, we recognise and value the support of **men who advocate for our purpose**. We will continue to grow and elevate communities of male allies, who actively support our purpose, through the continued evolution of our activities.

We also recognise the importance of **supporting other minority groups**, particularly where there is intersectionality with WUN's purpose. We aim to elevate visibility for women from underrepresented backgrounds wherever possible and work collaboratively to foster inclusive spaces.

How We Lead

As WUN grows, we remain intentional in how we recruit and lead. We focus on the **skills, experiences and contributions** each person brings - whether they are a Board member, Advocate, supporter or member. We are committed to **fair, transparent and inclusive recruitment processes**, and welcome interest from anyone who shares our values and wants to make a positive impact.

Learning and Listening

We know that inclusion is an ongoing journey. We are always listening, learning and evolving. We welcome feedback from our members and partners to help us better reflect the needs of our community.

If you have suggestions, need support to access our events or opportunities, or want to talk to us about how we can do more, we'd love to hear from you.

Together, we are building a network and a sector where every woman can **belong, contribute and thrive**.