

ED&I at Ørsted



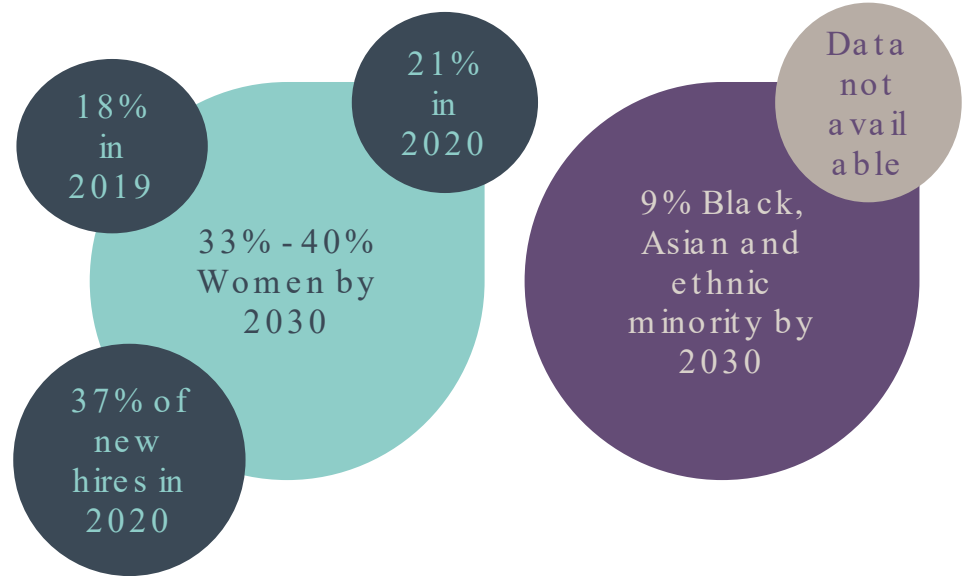
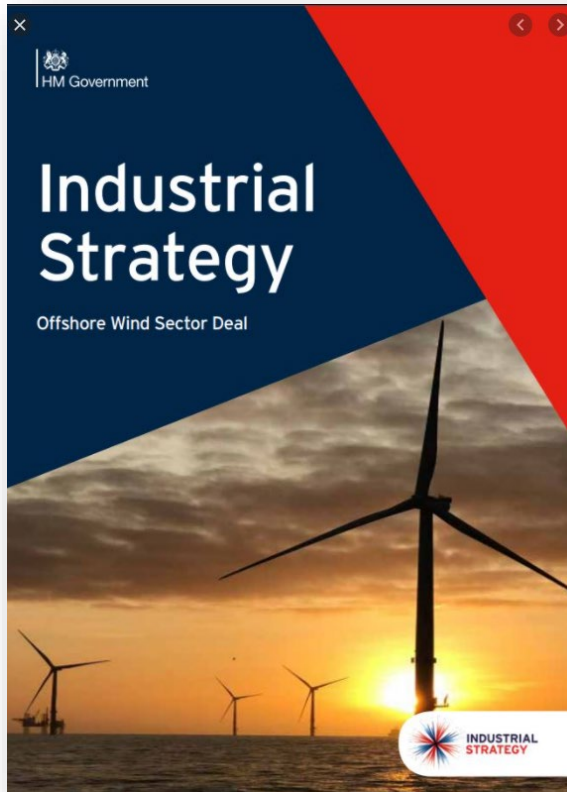
Ørsted

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2021

What we are doing at Ørsted ...



Wind Sector Deal Targets



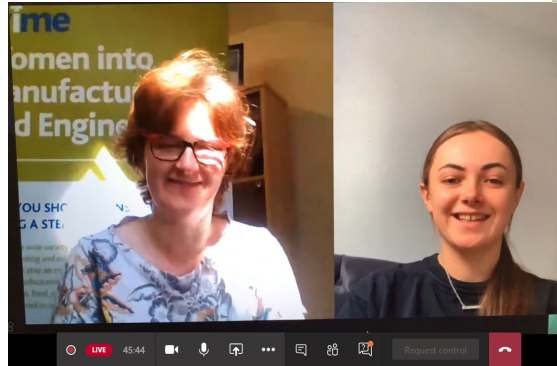
OffshoreWind
IndustryCouncil

Orsted

Case Study: Grimsby & The Humber Cluster

Growing our talent pipeline and future workforce focused on diversity to achieve the Offshore Wind Sector Deal targets, our targets and to provide new high skilled careers for our young people. We engage with activities and initiatives to promote STEM and raise awareness of opportunities available putting our staff role models front and centre.

- Over 83% of East Coast Hub workforce from within 1 hour drive
- Apprenticeships
- Outreach to educational institutions
- Mentors & mentees as part of mentoring programmes
- Women into Manufacturing and Engineering (WIME)
- Teach First coaching and involvement
- Youth First is a project in development
- Psychological safety cards
- Well-being and stress monitoring through HOWDY
- STEM Returner Programme



Thank you for listening

The Orsted logo is positioned in the bottom left corner of the image. It features a white circular icon with a vertical line through it, followed by the word "Orsted" in a white, sans-serif font. The background of the entire image is a bright, modern office interior with large windows, glass partitions, and yellow chairs. A man in a black polo shirt and blue jeans is sitting at a table, facing a woman with long blonde hair who is wearing a dark top and a blue skirt. They are both smiling and appear to be in a friendly conversation. On the table, there is a laptop, a stack of brochures, and a water bottle. The overall atmosphere is professional and collaborative.



Evidence-based approach through research and measurement

The idea

Creating an inclusion index that measures the quantitative and qualitative inclusion indicators

In Practice

The index combines, diversity data we can legally hold in each region we work, a self-assessment based on Ørsted priorities and use of our People Matters and inclusion surveys. Allowing business units to set priorities that underpin growth.

Behavioural Design and an experimental mindset

We don't know what works yet. This could be as simple as auditing the induction materials – and measure to see progress. Define the problem, hypothesis, data collection, review, adapt

Investing in what works

We lead mentoring programmes for people with diverse characteristics and reverse mentoring programmes are being piloted, Blind CVs, apprenticeships, returners programmes



Accountability

Leadership

All leaders in the UK have been challenged to develop an inclusion KPI that emphasises the above. Inclusive leadership is becoming a leadership competency

Psychological Safety

In the UK we are working to use our Safety culture to implement Psychological Safety through current models that have worked to reduce accidents – everyone is accountable for safety not just QHSE.

Tied to our business goals

Sustainability is not just environmentalism, to continue to lead this area we emphasise the economic and social. This links to our global growth goals that can only be achieved fostering local talent, and cultural awareness.