



**Women in Nuclear (WiN)
Industry Charter
for Gender Balance in the Nuclear Sector**

The nuclear sector has joined together voluntarily to publicly acknowledge the need for equality and inclusion in the workplace.

1. We recognise the need to promote a balanced view of the nuclear sector in order to attract more women to choose a career in the nuclear sector.
2. We commit to reviewing and removing potential barriers for women and under-represented groups' entry into our company.
3. We commit to addressing unequal gender representation across the traditional occupational groups employed within our company.
4. We acknowledge the need to provide clear career pathways accessible to all.
5. We commit to increasing transparency of opportunities for development and progression, to support the retention and career progression of women and other under-represented groups our company.
6. We recognise the imbalance in numbers between men and women in the nuclear sector in senior leadership positions and will work to ensure that there is equal opportunity to reach these positions for both genders within our company.
7. We commit to educating leaders within our organisations and to hold them and their teams to account for inclusivity, recognising and challenging bias and sexism.
8. We commit to reviewing our policies and procedures with respect to gender equality and inclusivity and will provide the tools and techniques necessary to achieve this.
9. We will create opportunities for networking, exchange of ideas, and mentoring and coaching in support of the aims of WiN to support women and other under-represented groups reach their full potential in our businesses.
10. We commit to reviewing our company's diversity statistics to assess the imbalance, identify ways to address the issues, and to implement and monitor progress.



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Our Company Pledge

We acknowledge that the nuclear sector cannot reach its full potential without maximising the talents of all.

We acknowledge that advancing equality and inclusivity demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.

We commit to identifying and removing the obstacles faced by women and other under- represented groups.

We commit to prioritise action to remove barriers to flexible working across the nuclear sector for all types of work and at all levels.

Company Pledge

For Example: We pledge to drive towards an x% improvement in diversity and inclusion in our senior leadership team over the next year.

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By signing this charter.....is committing to adopting these principles within our organisational policies, practices, action plans and culture and allowing WiN UK to promote that our organisation have signed up to the industry charter principles.

Name:

Signature:

Role:

Organisation:

Date:

Please return your signed copy of the industry charter and your company logo to
industry-guidance@winuk.org.uk