

## at Rampion Offshore Wind

### Rampion's Inclusion definition

At Rampion, inclusion means **understanding**, **respecting** and **accepting** individual differences and providing a workplace that has opportunities for everyone.

28/11/24

Internally within RWE, we foster an inclusive culture amongst colleagues, not just because it is the right thing to do, but because it is also mission critical. We have embedded Diversity, Equity and Inclusion in our ways of working and we encourage everyone to be involved in actively shaping our inclusive culture, for which we are all responsible every day. More information on this can be found here: <https://www.rwe.com/en/the-group/diversity-at-rwe/inclusion-first-diversity-approach/>

Externally, via skills initiatives, education projects and community funding we are able to ensure that equity, diversity and an inclusive culture is a key behaviour recognised by those we work with.

## Offshore Operations Diversity & Inclusion Charter

In Offshore Operations we strongly believe that only by **leveraging diversity** we can **fulfil our ambitious mission** of changing the world with leading offshore wind solutions.

We strive to be an **inclusive workplace for everyone** who shares our values and **create an atmosphere of belonging** where **all of us can be our best**. United by our guiding principles "we care, we grow, we deliver, we improve" we are **one driving force** behind the energy transition and strive to internalise Diversity, Equity and Inclusion as an **integral part of our processes, behaviour and culture**.

We are committed to **equitable treatment, opportunity & reward** for all our staff, businesses and communities we interact with and affect. We will **actively work on initiatives** to work towards this ambition, setting out and **tracking an action plan**.

### 2023 / 2024 Action Plan:

- **Create charter** / policy to demonstrate clear sponsorship & commitment
- Recruit & **appoint a Diversity lead** (combined with Apprentice Co-Ordinator)
- **Working group** re-established with each N-2 represented
- 2 monthly **N-2 Diversity SteerCo** & progress review
- **BITC contract** extended to champion level
- Establish at least **annual Diversity metric reporting** & benefits review
- 1 per QTR **Diversity offshore wide session** sponsored by each N-2
- 1 **external event attended** per QTR by operations staff
- Internal or BITC **formal cultural training** for D&I + **diversity training** - all N-3s & team leads
- **Succession & recruitment workshop**/plan aligned with "diversity strategy"
- **Feedback on barriers** and lived experience of employees e.g. Listening Circles

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### Rampion Training

Starting internally, every member of staff at Rampion participated in one of three half-day training workshops, during the winter of 2024/2025. This was provided by the highly acclaimed inclusion consultancy 'Edge Of Difference' <https://edgeofdifference.com/> (formerly 'Watch This Sp\_ce').

Prior to the sessions, staff were surveyed to discover how they felt about DEI within their workplace, and the responses were used to guide the planning and delivery of the sessions. Each session was prefaced by the Rampion General Manager detailing the relevant RWE policies relating to DEI and workplace conduct.

In addition, every quarter Business in the Community (BITC) hosts an online webinar which is available to everyone in RWE offshore operation on various DEI topics from LGBTQ, Disability Awareness to Sexual Harassment.

### **Ensuring our public interface is inclusive**

- The Rampion Visitor Centre, offers an accessible, engaging and immersive experience for visitors of all ages and needs. Through interactive exhibits, educational displays, and a virtual reality experience, the Visitor Centre showcases the incredible technology that harnesses the power of the wind to create a clean, green energy. In 2024, the Visitor Centre welcomed a total of 15,103 visitors, including 171 school groups. The educational sessions and activities provided are tailored to the learning needs of the groups who visit, ranging from infants to under-graduates, and accommodating physical and cognitive disabilities.

<https://www.rampionoffshore.com/visitor-centre/>

- As well as providing free educational sessions to schools and colleges, we also actively encourage visits from other groups within our local community. A wide variety of community groups have benefited from this free, high-quality opportunity.
- In partnership with a local charity, Team Domenica, we have provided carefully planned and invaluable work experience to young people with learning difficulties at our Visitor Centre. Each of these young people engaged in meaningful duties, accompanied by their 'learning mentor' from the charity. This successful partnership will continue throughout the next academic year and beyond. (<https://teamdomenica.com/>)
- The Visitor Centre team also work to ensure that engagement with our diverse community is inclusive by participating in a wide variety of events and initiatives throughout Sussex.

- **Promoting diversity in further education in Sussex**

Rampion is proud to be providing a one year 'living costs' Bursary to an Engineering student at the University of Brighton, commencing in September 2025. With the University we have selected a 2<sup>nd</sup> year student from the local area; from a low-income background; and from an ethnic minority.

### **Community funding**

- The Rampion Community Benefit Fund was launched in November 2017, with the first round of grants awarded in March 2018. Similar to previous years, in 2024 the fund supported 22 projects with a total of £173,000.
- The fund prioritises projects which benefit disadvantaged people and communities, with links to the environment and ecology, climate change and energy, and improving community facilities.

- This is a voluntary commitment to support projects from Littlehampton in the east to Beachy Head in the west, and north from the coast to Twineham.
- Here are just some of the projects, relevant to diversity and inclusion, that received funding in 2024;
  - **Sight Support Worthing** support the visually impaired in their daily lives, particularly, where there is no other support available. They hosts activities at their centre or at an external venue everyday, and also support members with assistive technology, liaison, advocacy and benefits. Funding was provided to make the building more sustainable as raised in the BHESCo energy audit.
  - **CYCALL** is an inclusive cycling project based at Brooklands park, Worthing. CYCALL has a fleet of 40 adapted bikes. They also have sensory equipment, specialised seating, a community garden and are currently developing a community hub. Funding was provided for 6 portable solar powered energy banks.
  - **City Gate Community Projects** rescues good food from the food supply industries that would otherwise be wasted, using it to feed 22,000 hungry vulnerable people of all demographics every week. Funding was provided towards the installation of solar panels on Warehouse 4.
  - **Pedal People** offer accessible cycling opportunities for the disabled, elderly ad children with special educational needs. They run an accessible cycling hub and train carers to co-pilot. Funding was provided towards cycle maintenance.
  - **Network of International Women of Brighton & Hove** was established in 2017 and provides platforms for women from diverse cultures and backgrounds living in Brighton & Hove and the surrounding areas, who mostly are migrants, refugees and asylum seekers to meet, share experience, knowledge and support one another. Funding was provided towards their project addressing fuel poverty and home energy conservation.
  - **The Ledward Centre** is an LGBT Centre that aims to address the scourge of loneliness, social isolation, and consequent effects on wellbeing by creating a safe, sober, social space, and organising opportunities for members from across the diverse LGBT communities. Funding was provided towards core costs, especially electricity bills as they provide a warm hub during the winter, and ventilation and air conditioning for meeting rooms, classrooms and offices which are located on the lower ground floor.
  - **East Sussex Women of the Year Awards** was sponsored and attended by Rampion in May 2024 at the Amex Stadium. This event celebrates the achievement of, and contributions made, by many women who live or work in East Sussex.  
[https://www.facebook.com/WomenoftheYearAwards/?locale=en\\_GB](https://www.facebook.com/WomenoftheYearAwards/?locale=en_GB)