A photograph of two people, a woman on the left and a man on the right, walking away from the camera down a dirt path in a solar farm. They are both wearing white hard hats and bright yellow high-visibility safety jackets with reflective silver stripes. The woman has long brown hair. The man is wearing tan pants and blue and orange rubber boots. In the background, rows of solar panels are visible under a clear blue sky with some light clouds.

Our approach to Diversity, Equity, Inclusion, and Belonging

For professional investors only

About the author



Debra Russell
Group HR Director

Debra Russell is our Group HR Director and has over 20 years' experience in human resource management (HRM).

Debra leads the HR team and is responsible for the development of the Group's people strategy to ensure Bluefield provides the right conditions so that each team member can achieve their potential. Debra is passionate about employee well-being and people development and has been integral to the development of the Group's learning culture. Debra also leads the Group's Diversity, Equity, Inclusion and Belonging (DEIB) strategy.

Debra has worked in several industries prior to joining Bluefield and completed her Masters in HRM at the University of the West of England in 2011. Debra is a member of the chartered institute of personnel development (CIPD).

About Bluefield

Founded in 2009 and based in London, The Bluefield group of companies provides M&A, asset management, development and construction management services throughout the lifecycle of the renewable assets under management, specialising in greenfield and brownfield solar PV, onshore wind, and battery storage. With over a decade in the sector, Bluefield has developed a comprehensive platform covering investment, asset management, and technical services to speed up the shift to clean energy and net zero.

As it stands, Bluefield manages assets worth over €2.3 billion across the UK and EU, with a keen eye on shareholder interests. The company employs around 150 people across the UK and Europe, all committed to safeguarding assets and delivering profit with purpose for a sustainable future.

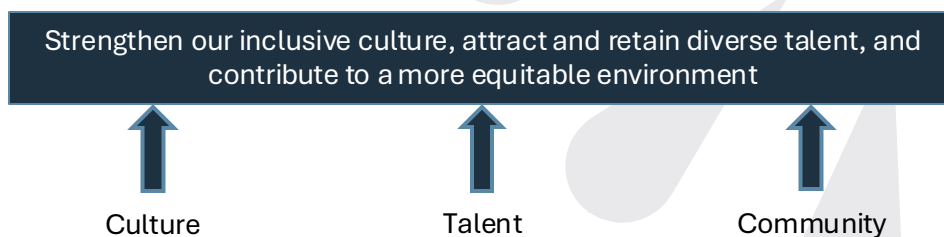


Our strategy

Bluefield developed and launched a Diversity, Equity, Inclusion and Belonging (DEIB) strategy in 2022 which has been an on-going area of focus and commitment for the Group of Bluefield Companies.

The aim of our DEIB strategy is to: *strengthen our diverse and inclusive culture to enable everyone at Bluefield to grow and reach their full potential. With an inclusive and equitable culture, we can help to create a fairer environment.*

Our strategy is focussed around 3 pillars of Culture, Talent, and Community.



We knew we needed engagement from all areas of the Group to create and deliver our strategy and to embed DEIB within the organisation. We developed a working-group, which is chaired by our Group HR Director.

The group works collaboratively to generate ideas, collect and provide feedback and support the development and execution of DEIB initiatives at Bluefield.

We created an action plan and developed initiatives for each strategic pillar. Here, we share some of the activity we are proud of to date.

"I have been part of the working group since its inception, and it has been really rewarding to contribute to our strategy development and to take part in its delivery. I am passionate about creating an inclusive environment where our colleagues feel a sense of belonging and the working group provides me with an opportunity to influence our culture development."



Monica Zuluaga
Operations Manager

Culture

We aim to strengthen our culture of inclusion and belonging through acknowledging and celebrating our differences. We recognise the importance of mental health awareness and frequently hold sessions tailored to the needs of our workforce.

Since our strategy launch, we have marked and celebrated many national and home-grown events.

Most notably is our annual 'World food day' celebration where we sample the culinary skills of our team members. It is a day where our employees come together, get to know each other better and appreciate the different elements that make us who we are, through the global language of food. Additionally, we have recently launched a menopause policy and delivered training to raise awareness of the menopause and its impact in the workforce.

We ask our team members annually to provide feedback on our culture and working environment. Our survey respondents in 2024 represented 80% of our workforce.

This is what they told us:

- 89% of employees either agree or strongly agree that Bluefield is committed to creating an inclusive environment for all colleagues
- 80% of employees either agree or strongly agree that they can act true to themselves in the workplace
- 78% either agree or strongly agree that those they work with consider their wellbeing



Talent

We are proud of our cultural diversity in Bluefield, as of October 2024 we have 20 different nationalities represented in our workforce! We aim to have a workforce that is representative of all sections of our society, and we actively encourage applications from candidates who are likely to be underrepresented in Bluefield.

We have partnered with 10,000 Black Interns and GAIN (Girls are Investors) and created internship opportunities throughout 2023 and in 2024. One placement resulted in a permanent position in Bluefield.

We also recognise the importance of representation at all levels, and launched a Women in Leadership programme in 2023 to encourage our female Leaders to reach their full potential and minimise barriers to their success.

We are proud to have reduced our gender pay gap across our businesses since we launched our strategy, and we have more women in leadership positions than ever before.

Community

We are committed to providing opportunities to connect with our communities.

We encourage young people into our sector and demonstrate that a career in renewables is accessible and rewarding. We frequently attend local careers events, and have partnered with Earth Energy Education to provide young people with opportunities to learn about renewable energy and biodiversity on our solar farms.



Our positive impact continues into 2025..

We are focussed on developing an internal Mentoring programme which will be launched in 2025.

This programme will provide an opportunity where internal mentors can share experiences and insights to mentees who are at an earlier stage in their career.

The programme will empower mentees to identify and take their next steps by providing a confidential space to freely discuss goals and objectives. If successful, we will create opportunities where Bluefield can mentor young people outside of our organisation.

We continue to create opportunities and hold events to celebrate our differences and enhance the well-being and mental health of our employees.

We are proud of the inclusive culture we have created – and look forward to further developing our DEIB strategy in the months and years to come.



Disclaimer and important notice

This article (Article) is being issued by Bluefield Partners LLP (Bluefield), which is authorised and regulated in the United Kingdom by the Financial Conduct Authority FRN 508509. Bluefield's registered office address is 40 Queen Anne Street, London, W1G 9EL and its FCA Firm Reference Number is 507508.

No Offer: This Article is provided for educational and informational purposes only and does not constitute an offer to sell, or the solicitation of an offer to buy, any securities or financial products in any jurisdiction. This Article is not a marketing communication. Recipients in jurisdictions outside the United Kingdom should inform themselves about and observe any applicable legal or regulatory requirements in relation to the distribution or possession of this Article in that jurisdiction.

Not Advice: The information contained in this Article is not intended to be, and should not be construed as, investment, financial, legal, tax or other advice, and is not a recommendation, endorsement or representation as to the suitability of any investment or financial product. You should seek independent professional advice before making any investment or financial product decision.

Past performance is not indicative of future results; no representation is being made that any investment will or is likely to achieve profits or losses similar to those achieved in the past, or that significant losses will be avoided. Any investment carries risk and the value of an investment can down as well as up. Capital at Risk.

Investments in private placements are complex, highly illiquid and speculative in nature and often involve a high degree of risk. The value of an investment may go down as well as up, and investors may not get back their money originally invested. Investors who cannot afford to lose their entire investment should not invest. Investors will typically receive illiquid interests that may be subject to holding period requirements and/or liquidity concerns. Investors who cannot hold an investment for the long term (at least 10 years) should not invest.

No Reliance: The information contained in this Article is based on publicly available information and internally developed data, but no representation or warranty, express or implied, is made as to the accuracy, completeness or reliability of such information. Any projections or other forward-looking statements contained in this Article are based on assumptions that may change and actual results may differ materially from those expressed or implied in such projections or statements. This Article and any information contained within it may be amended or withdrawn at any time without notice. Bluefield and the Bluefield Group are not responsible for any losses sustained by any party in connection with the use of this Article and the information contained therein and disclaim all liability to the extent permitted by relevant applicable law and regulation.





Get in touch

Juliet Drinkwater

Business Development and
Investor Relations Manager

info@bluefieldllp.com

6 New Street Square
London, EC4A 3BF

