

Diversity, Equity and Inclusion Policy

Yellow Zebras Consulting Ltd (YZC) is a specialist consultancy providing advisory and project management services in the offshore wind sector. We support clients throughout project development and construction, delivering expertise that ensures safe and efficient projects.

At Yellow Zebras, we believe that diversity, equity, and inclusion (DEI) are essential to driving innovation and delivering sustainable solutions in the renewable energy sector. A diverse workforce brings a breadth of perspectives that strengthens decision-making, fosters collaboration, improves wellbeing and ensures that the transition to clean energy benefits everyone. By embedding DEI principles into our operations, we create an environment where all individuals feel valued and empowered to contribute to our shared success.

YZC is committed to fostering a positive culture of diversity, equity, and inclusion, ensuring that everyone involved in our projects feels respected and supported. This DEI Policy sets out our commitments:

- **Compliance:** We will comply with all applicable equality, diversity, and anti-discrimination legislation, guidance, best practices, and other requirements relating to fair treatment and inclusion.
- **DEI Culture:** Our aim is to make employment decisions and business practices free from bias based on gender, ethnicity, age, disability, religion, sexual orientation, social background, or any other protected characteristic. We promote a workplace where everyone feels respected, supported, and able to contribute fully.
- **Continuous Improvement:** We are committed to continually improving our DEI performance and embedding inclusive practices across our operations.
- **Leadership:** We recognise that strong leadership is essential to maintaining and developing an inclusive and equitable working environment.

- **Shared Responsibility:** Diversity, equity, and inclusion principles are to be upheld by all YZC employees. We encourage positive behaviours and maintain a culture of consultation and participation in DEI matters.
- **Recruitment & Development:** We will implement fair recruitment processes and provide equal access to training, development, and progression opportunities.
- **Speak Up:** We empower all personnel to raise concerns if they experience or witness behaviour that contradicts this policy, without fear of retaliation.
- **Supplier & Contractor Standards:** We require our contractors and partners to manage diversity and inclusion in line with this policy and to implement comparable standards.

Compliance with this policy is mandatory for all YZC employees and organisations engaged by YZC to ensure a consistent approach to diversity, equity, and inclusion.

This policy will be reviewed annually to ensure its continued relevance and effectiveness.



Yvonne Zwiers
Director

26/11/2025