EUROPEAN METALS

The European non-ferrous metals association.



European Metals DEI Charter

A pathway towards a more inclusive Metals industry

Non-discrimination and equality are among the European Union's founding values, enshrined in the EU Treaties and the Charter of Fundamental Values; however, the practical implementation across sector varies and the metals sector remains one of the least diverse workplaces. The green transition and the advancement in technology present a significant opportunity to address the underrepresentation of specific social categories across key strategic sectors within the energy-intensive industries ecosystem.

European Metals is committed to contributing to this effort and recognises that a better inclusivity and participation in the metals sector is not only urgently needed, but also essential to the competitiveness, innovation, and long-term performance of our industry, as well as to the success of the clean energy and digital transitions.

Through this **Charter**, the association commits to actively promote an inclusive working environment through the following actions:

- Apply the principles of equal opportunities both in everyday behaviour and practices by preventing any kind of discrimination based on gender, ethnicity, disability, age, religion, and sexual orientation, among others.
- Ensure equal access for all employees to training, career development, and leadership opportunities, including through mentoring initiatives.
- Adopt measures to ensure that each individual can reconcile work, private and family life and prevent unequal sharing of caring responsibilities.
- Adopt a zero-tolerance policy for any form of discrimination, harassment, bullying or intimidation.
- Increase the visibility of diverse talent and expertise by working towards balanced representation of society in our events, public engagements, panels, and conferences.
- Work towards the effective implementation of this Charter through dedicated internal trainings and awareness programmes, regular reviews of progress, and reporting within European Metals staff structures to identify future actions and areas for adjustments and improvement.