



PRIDE BUSINESS FORUM

Memorandum 2017+

With respect to main principles of the Diversity Charter we perceive diversity as a principle that enables people to fulfil their potential irrespective of their individual differences. A conscious application of the diversity principle brings acceptance, support and further development of individuals' talents.

Therefore we have joined forces within the Pride Business Forum Initiative that supports employers in integrating the LGBTI diversity, employees in their effort to promote fair treatment by employers regardless of their sexual orientation and gender identity and will also stimulate the public debate on this issue. We believe that by supporting LGBTI diversity we can not only change the existing stereotypes but also support the approach that is beneficial both for employers and for employees.

We commit to:

1. **Develop culture** that is based on mutual respect and is open to all employees irrespective of their sexual orientation and gender identity. We support safe environment enabling open communication on everyone's sexual orientation and gender identity.
2. **Support and implement changes** that will enable employees to have same benefits and balance work and private life irrespective of their sexual orientation and gender identity.
3. **Promote rules in human resources management** that will support the LGBTI diversity principle, with the emphasis on equal-opportunity recruitment, training, career development, assessment and promotion, and consideration of personal and family situation of employees.
4. **Actively communicate** the LGBTI diversity and equality across the organizations and when possible support the LGBTI Employee Resource Groups constitution.
5. **Actively promote the LGBTI diversity** and equality vis-a-vis other employers as well as participate in the Prague Business Forum Initiative and stimulate public debate through regular meetings, conferences and other stakeholder engagement.

We encourage other employers and institutions to join our initiative and publicly declare their support towards the principle of LGBTI equality in the workplace.

19. 4. 2022

In Prague, dated

Bohuslavová Kateřina
Chief Sustainability Officer, CEZ GROUP



SKUPINA ČEZ