

How Do You #InspireDEI?



EDI Policy, Committee and Mentoring Programme

Equitix has an Equality, Diversity and Inclusion Policy which outlines our approach to EDI and our principles around this. Equitix believes equality, diversity and inclusion must be at the heart of everything we do. All employees are covered by this policy and it applies to all areas of employment including recruitment & selection, training, deployment, career development, and promotion.

An EDI Committee is in place which has rotating members that set out initiatives and objectives for the year ahead. Some of these initiatives have included events such as IWD where we have lined up a number of speakers and used this as an opportunity to survey our employees on their view on our EDI strategies.

A Mentoring Programme across the business has been put in place, and external speakers are invited to discuss EDI concepts on at least a quarterly basis over informal discursive lunch sessions. IPFA member are welcome to participate as speakers in our EDI sessions. Please reach out at events@equitix.com to discuss this in more detail.



Michela Ghirardini,
Director, Equitix



Celebrating 2024 IWD

Equitix hosted an event with two senior female leaders within the business and an external guest from one of their largest assets, HS1. The event was intended to showcase inspirational females in business and encourage discussion. The key take-aways?: “Send down the ladder” to those starting out in their careers, ensure we have top-level female senior executives to aspire to and ensure diversity at all levels of the business.

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“Recognising International Women’s Day is important to me as a woman in a leading financial institution in an industry where female leadership representation is still distinctly lacking. In a corporate environment we have a duty to ensure that we continue to find ways in which we can support the investment in and development of talented females in the workplace to ensure equality, diversity and inclusivity. In a wider context the ongoing acknowledgement of IWD helps to ensure that we continue celebrating the social, economic, cultural, and political achievements of women and seek ways to collectively ensure gender equality.”



Ffion Boshell,
CFO, Equitix



Olivia Lumley
Analyst,
BD and Investor
Relations, Equitix

“The first International Women’s Day was celebrated in 1911 and today it stands as a celebration of women’s achievements in every sphere of life. To me, International Women’s Day is about acknowledging and celebrating the past, whilst paving the way for future generations of women. It is not only a celebration, but also a day which calls attention to the work that still needs to be done. International Women’s Day provides those in a corporate environment with a chance to check in on their efforts to better their inclusivity and diversity. In doing so it also provides us, as individuals, with an opportunity to reflect on ourselves and our own biases.”

IPFA is committed to driving and supporting change with respect to Diversity, Equity and Inclusion (DEI) in the infrastructure and energy industry. In support of this we will be holding events, sharing thought leadership and conducting interviews with leading figures in our global network who are championing and taking action through DEI initiatives.