

# How Do You #InspireDEI?

## Infracapital DEI Initiatives

We recognise the challenges of achieving DEI in our industry and the barriers to entry for underrepresented groups. We believe that by bringing together diversity of thought and creating an inclusive environment for those of diverse backgrounds and experiences, we can foster resilience, innovation, and success.

We continue to drive a number of initiatives both at Infracapital and within our portfolio companies. We have sought to formalise our commitments at one of our Funds, for example, with the establishment of a sustainability linked financing tied to KPIs on gender diversity at the board and management team of our portfolio companies.

We recognise that there are many facets of diversity. Given the predominantly male-dominated infrastructure industry and the little recourse to social mobility, the following two examples illustrate our current work to effect change:



**Alexia Savva,**  
Head of Responsible  
Investment, Infracapital

### Women at Infracapital group

One example of the ways in which we have sought to drive greater diversity and inclusion within the Infracapital team is through the establishment of an internal Women at Infracapital group. The purpose of this group is to empower females within our organisation through the sharing of knowledge, expertise and experience, particularly from those women in more senior positions.

As a group, we aim to meet quarterly for dinner to socialise in a more organic environment. We have also recently implemented a buddying programme where we randomly match junior female team members with a more senior female team member to provide a safe space to discuss challenges and workable solutions as well as facilitating growth and career development. This forms an important programme as we continue to focus on retaining key talent and ensuring a diverse, inclusive, and equitable team focused on empowerment.

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## Infrastructure Industry Foundation

The IIF is a charity co-founded by Infracapital and industry peers in 2019 to donate funds to charitable causes. Infracapital plays a leading role in the delivery of the IIF's annual fundraising events, with the most recent in 2023, bringing together over 45 firms, and has now raised an impressive collective £1.2 million to support social mobility.

Infracapital has actively worked on the delivery of the IIF's social mobility programme, including extensive analysis of the social impact landscape and identification of key charitable partners to address barriers to entry. The programme is positioned to be a permanent feature of the industry aimed at empowering and inspiring those from least advantaged backgrounds and to promote a greater array of diverse talent into our industry. This has included partnering with a number of reputable charities (Career Ready / The Sutton Trust / The Access Project / Speakers for Schools) which provide a complementary set of capabilities that both address the barriers to entry and provide a suite of options to mobilise industry involvement.

During 2023 and into 2024, Infracapital hosted work experience placements, providing students an introduction to the infrastructure sector including site visits and networking opportunities. Infracapital has also worked with the IIF to encourage the industry to offer paid internships this summer and to act as mentors. Infracapital also participated in a broadcast session with Speakers for Schools reaching over 700 students nationwide to inspire them about a future career in infrastructure.

The IIF will be hosting its fourth annual fundraising gala dinner in April 2025 and invites the industry to attend to further the positive impact we can make in this space.

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.