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## Australia's first 1.5° Energy Company signs up to Global Equal by 30 Initiative

ZEN Energy announced today that it has become a signatory to the global Equal by 30 initiative. Equal by 30 is a public commitment by public and private sector organisations to work towards equal pay, leadership and opportunities for women in the clean energy sector by 2030.

“ZEN is the first Australian headquartered energy retailer to become a signatory to this important global program,” said ZEN Non-Executive Director and Chair of ZEN-A, Paula Conboy. “As Chair of ZEN-A, ZEN’s female engagement network, I am proud of the work that the team has done to get us to this point.”

“We are building an organisation where women take a key role across our business. ZEN-A was launched in January this year, and already, we have signed up to this important program joining fellow signatories the Australian government and the Clean Energy Council.”

As a signatory, ZEN has expanded on the required private company principles to include goals to reach full gender balance by 2030, revising its parental policy to industry best practice and expanding female representation at the leadership level.

“We are delighted that ZEN has become a signatory,” said Nicola Falcon, 2023 Equality Initiative Ambassador for the Australian Department of Climate Change, Energy, the Environment and Water. “We must continue to inspire the next generation of women leaders in Australia’s clean energy industry on our journey to transforming the energy sector and achieving net zero.”

“ZEN has a deeply engaged team with our recent engagement score of 89% being 19% above our industry average. Key to keeping our team engaged is deepening our commitment across the full range of ESG (Environmental, Social & Governance) areas including gender equality,” added Anthony Garnaut, ZEN Energy CEO.

ZEN-A was formed to give women a place to discuss issues relevant to them, to be leaders and to provide a framework for equality within ZEN. Žena is the word for woman across a number of Slavic countries.

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## **ABOUT ZEN**

ZEN stands for Zero Emissions Now. ZEN is accelerating Australia's path to becoming a renewable energy Superpower and is Australia's first electricity retailer to have a near-term science-based emissions reduction target in line with limiting global warming by 1.5°C. In the 5 years since we obtained our electricity retail license, ZEN has brought together a community of sustainability-driven customers (governments, businesses, industries, and residents), renewable energy suppliers and capital partners. Some of our key customers include the South Australian Government, CSIRO's sites in New South Wales, Victoria, and the Australian Capital Territory and the Southern Sydney Regional Organisation of Councils (SSROC) which comprises twenty-five local councils in New South Wales, four of them in the top ten by size.

We have contracted renewable energy and environmental certificates from 20 solar and wind farms and are actively growing our firmed renewable energy supply. ZEN has installed 35,000 commercial and residential renewable energy systems across Australia.