



WOMEN IN ENERGY

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BREAKING THE GLASS CEILING

STEM PROMOTION

GENDER DIVERSITY TARGETS

EQUAL PAY



WORKER WELFARE

ON JOB TRAINING

SEIZING THE OPPORTUNITY

DIVERSITY AND INCLUSION

SHELL NEW ENERGIES TARGETS FOR EQUAL PARTICIPATION OF WOMEN ACROSS ALL BUSINESS DIVISIONS AND FUNCTIONAL AREAS



New Fuels



Power Gen



Shell Ventures



Digital Business



Nature Based Solutions



Connected Energy

SHELL KAZAKHSTAN – CASE STUDY

90% of Shell Kazakhstan's RES team comprises of women working across all functions



Renewables are expected to create >10 MLN jobs globally by 2030* and Shell hopes to achieve a strong participation by women in this growth

RESTRICTED

* IRENA: Renewable Energy Benefits, Measuring The Economics report, 2016

SHELL'S APPROACH TO TALENT DEVELOPMENT

1

**PROMOTE ON-JOB
TRAINING
&
SKILL DEVELOPMENT**

2

**SUPPORT GROWTH OF
WOMEN LEADERS**

3

**PROMOTE STEM
PROGRAMMES FOR
WOMEN STUDENTS**

4

**SUPPORT WOMEN
ENTREPRENEURS**



