



PROGRAMME &
PROJECT PARTNERS
AT SELLAFIELD

DIVERSITY AND INCLUSION IN PPP

HOW WE EMBRACE FREDIE IN THE WORKPLACE



Investors
in Diversity
Silver UK

Until
April
2025

**PROUD TO BETM
FREDIE**

EMBRACING FREDIE IN PPP

We want PPP to be a place where you can bring your whole self to work, perform at your very best, and feel respected, valued, and excited to be here.

We achieve this by supporting a culture of learning, taking on new ideas, and working collaboratively to be considerate of all thoughts and concepts.

Inclusion is part of PPP's DNA and bring this to life through the National Centre's for diversity acronym: FREDIE (fairness, respect, equality, diversity, inclusion and engagement).

WHAT DOES FREDIE MEAN TO US ON PPP?

Fairness for all colleagues is a reality.

Respect for colleagues' feelings, wishes and rights is the norm.

Equality of opportunity is embedded into everything we do.

Diversity of thought and opinion is valued and welcomed in our safety critical environment.

Inclusion is understood. We commit to displaying inclusive behaviours every day.

Engagement between all PPP colleagues brings the PPP DNA to life.

SOME OF THE WAYS WE EMBRACE FREDIE

THANK A COLLEAGUE SCHEME

Our Thank A Colleague scheme recognises and praises our teammates who have gone that extra mile. A whopping 541 colleagues have been celebrated to date.

SHARE AND LEARN PROGRAMME

This fortnightly learning online programme encourages colleagues to develop knowledge together, share lived experience and develop best practice.

INCLUSION CALENDAR

Celebrates key dates centred on equality, inclusion and wellbeing to support our culture, raise awareness and bring FREDIE to life.

LEADERSHIP BEHAVIOURS

Developing our senior leadership team to demonstrate inclusive leadership behaviours every day to reinforce psychological safety.

PEOPLE FORUM

The Forum ensures voices are heard, best people practices are utilised and any barriers are challenged. This helps to facilitate an inclusive culture.

MENTAL HEALTH SUPPORT NETWORK

Our network of 'Mighty Minds' Mental Health Champions are available to all colleagues throughout the partnership to support wellbeing.

