Rewilding Europe
Diversity, Equity and Inclusion Policy

Version: 8 September 2026

1. Purpose

At Rewilding Europe, we embrace diversity within our organisation. Diversity, equity and inclusion are essential to RE's ability to make Europe a wilder place in ways that benefit both nature and people. Our team encompasses a wide range of nationalities, cultures, perspectives and experiences. As a values-based organisation, we aim to ensure an open, inclusive and empowering working culture.

For RE, DEI is fundamental to being a good employer and to creating a safe and positive working environment. In addition, DEI is an important enabler of our 2030 Strategy and long-term success in realising more wild nature in Europe with benefits for both people and planet.

We strive to create a welcoming environment for all people who want to help us progress rewilding in Europe and believe that everyone is different yet equally valuable. We acknowledge the ongoing need to improve inclusivity in our organisation and foster an inclusive organisational culture by learning and taking action. This Diversity, Equity and Inclusion (DEI) Policy addresses this need, reflects our commitments, and ensures that DEI is applied and monitored in a structured manner.

Our DEI approach aligns with our Rewilding Principles, working with and for people, respecting cultural and socioeconomic contexts and building coalitions rooted in trust, respect and shared values.

This policy sets a clear framework to:

- embed inclusive behaviour aligned with the Code of Conduct;
- ensure psychological safety and zero tolerance of harassment, discrimination, bullying or retaliation;
- integrate DEI into our culture, people processes, and operational practices across RE's central team and Rewilding Landscapes*;
- measure progress using transparent quantitative and qualitative metrics; and
- align with applicable European legal standards and with our existing policies and procedures.

*The scope of this policy is the direct operations of Rewilding Europe. We hope that by producing an inspiring and pragmatic DEI policy and concrete actions, we provide a framework that our network partners can adopt and adapt to their own context.

2. Definitions & Scope

2.1 Definitions

Diversity: The variety of human differences—visible and invisible—including but not limited to nationality, ethnicity and race, cultural or socioeconomic background, language, age, sex, gender identity or expression, sexual orientation, neurodiversity, disability, religion or belief, education, professional skills and life experiences.

Equity: Fair access to opportunities and resources, addressing structural barriers and different starting points so that all individuals can thrive.

Inclusion: Everyday behaviours, norms, and systems that ensure all people, with all their differences, feel welcome, respected, psychologically safe and able to participate and contribute.

2.2 Scope

This policy applies to Rewilding Europe - Management, employees (permanent and temporary), interns, volunteers, consultants, in all professional activities, events, communications, recruiting, training, fundraising, research, fieldwork, and engagement with both internal and external stakeholders. Both within its own network and when collaborating with others, Rewilding Europe aims to ensure a working culture that is open, inclusive and empowering. The chapters Principles and Evaluation and the formulated actions in the annex are specifically focused on the Central Team of Rewilding Europe. Each individual organisation in the Rewilding Europe Network is responsible for developing its own DEI policy.

This policy does not replace but sits alongside and cross-refers to:

- Code of Conduct
- Policy on Integrity & Inappropriate Behaviour
- Anti-Fraud & Anti-Corruption Policy
- HR Manual
- Network Agreement

3. Principles

3.1 Rewilding Europe's commitments

We make the following commitments:

- Integrate DEI into our decision-making and way of working
- Provide equal opportunities in people processes and actively identify and remove barriers that disadvantage certain groups
- Maintain zero tolerance on discrimination, harassment or other inappropriate behavior
- Foster a culture where differences are valued and diverse perspectives are welcome
- Apply our DEI principles in external relationships – engaging respectfully with local communities and stakeholders
- Monitor progress on our DEI commitments and planned actions

3.2 DEI in processes & practice

In the coming years, we will integrate the areas below into our annual workplan, translating them into concrete actions for improvement.

Recruitment & hiring

- Write inclusive role profiles and vacancies; advertise broadly to reach diverse talent across Europe.

- Apply structured, job-relevant selection; use diverse panels where possible; and document decisions.
- Follow RE's job classification and salary framework to ensure consistency across countries and genders; avoid bias in scale placement.
- Inclusive employer positioning: We present our organisation and the field of rewilding as accessible and attractive to people from diverse backgrounds, actively broadening who sees themselves reflected in and able to contribute to our work.

Onboarding, training & development

- Ensure accessible onboarding; actively ask for (onboarding) needs of new employees as part of onboarding process.
- Provide DEI, anti-harassment & bystander training; and leverage RE's learning channels and for DEI-relevant skills (e.g., inclusive leadership, intercultural collaboration). Where applicable, deploy RE's learning platform (e.g., School of Rewilding) to host content and track completion.

Performance enablement & progression

- Use RE's Impact & Development process—future-focused, no forced ratings—so feedback, coaching and development planning are inclusive and equitable; recognise structural barriers; facilitate managers in applying DEI principles in performance enablement.
- We will strengthen transparency in pay structures, apply objective criteria in pay decisions, and regularly monitor pay equity across the organisation, taking different countries into account.

Inclusive workplace & employment conditions

- Promote hybrid working, home-working allowance, ergonomic home workspace support, and standardised family leave (pregnancy/maternity, partner/birth leave, parental and care leave), within legal context per country, to support inclusion and work-life balance.
- Provide an inclusive office space and work context for disability and health needs; support vitality and preventive health, and use Confidential Advisor routes where needed.

Inclusive decision-making & engagement

- Involve staff and landscape partners in decisions that affect them; use bi-annual DEI progress dialogues (see chapter 4) and regular listening mechanisms (surveys, focus groups, easily accessible channels to raise issues).
- Uphold respectful debate on sensitive topics; follow social-media guidelines and critical-communications protocols.
- We acknowledge potential language barriers, and commit to using clear, inclusive language, accessible communication formats and facilitation practices that enable equal participation of non-native speakers in collaboration and decision-making.

Partnerships, landscapes & stakeholders

- Extend DEI commitments or expectations to landscape partner organisations and key contractors and partners; encourage partners to adopt compatible integrity and anti-harassment policies.
- In fieldwork and landscape engagement, ensure respectful collaboration with communities and younger generations, aligning with RE's stated commitments.

Funding (DEI alignment & due diligence)

- Share our DEI principles and commitments with funders, and include consideration of their DEI policies and practices as part of our funding vetting process to ensure alignment with our values.

Events

- In-person events: Design and deliver sessions that are accessible and inclusive for a diverse, international audience by using clear language, inclusive examples, readable visuals, and varied participation options, while allowing time for engagement and understanding.
- Online events: Rewilding Europe aims to create events where everyone feels welcome and able to participate. We encourage speakers using a panellist briefing to consider accessibility and inclusivity in both content and delivery so that participants from diverse backgrounds and abilities can fully engage.

3.3 Responsibilities

- Executive Team: set tone, approve policy, ensure resources, oversee reporting, and uphold accountability across the network (including risk and integrity).
- Leadership Team & Line Managers: model inclusive leadership; run equitable people processes; respond to concerns; escalate where needed; enable accommodations; and support learning.
- HR & OD: steward DEI policy and annual actions; maintain metrics; deliver training; advise on inclusivity and accessibility; coordinate with the Integrity Officer and Confidential Advisor.
- All Employees & RE stakeholders: uphold the Code of Conduct; intervene or report when witnessing inappropriate behaviour; participate in surveys/training; contribute to an inclusive culture.
- Landscape Partners: Responsible for developing and implementing a DEI approach or policy, aligned with RE principles and tailored to their local context and organisational capacity, where relevant and when organisational readiness allows; maintain their own aligned procedures and training; cooperate with RE in any investigation.

3.4 Legal & ethical standards

RE operates across the EU and the broader pan-European context. We comply with applicable laws and align this policy with the following EU-level frameworks:

- EU Charter of Fundamental Rights (Article 21) – prohibition of discrimination (e.g., sex, race, colour, ethnic or social origin, language, religion or belief, disability, age, sexual orientation).
- Racial Equality Directive 2000/43/EC – equal treatment irrespective of racial or ethnic origin (employment, social protection, goods/services, education).
- Employment Equality Directive 2000/78/EC – equal treatment in employment and occupation (religion/belief, disability, age, sexual orientation), reasonable accommodation for persons with disabilities.
- Gender Equality (recast) Directive 2006/54/EC – equal opportunities and equal treatment of men and women (including equal pay for equal work or work of equal value).
- Pay Transparency Directive (EU) 2023/970 – strengthening the application of equal pay through pay transparency measures, reporting obligations, and enforcement mechanisms.
- EU Whistleblower Protection Directive 2019/1937 – minimum standards for protecting persons reporting breaches of Union law (internal/external channels, anti-retaliation).

- GDPR – data protection obligations (e.g., DEI data collected for monitoring must be lawful, necessary, secure, and proportionate).

3.5 Metrics & reporting

Rewilding Europe uses the following DEI metrics:

- Workforce demographics by location, function, level, contract type (respecting privacy laws); pay equity indicators across scales and geographies; promotion and retention trends.
- Inclusion survey: sense of belonging, psychological safety, fairness, workload sustainability, and lived experience of inclusion.
- Learning: DEI/anti-harassment training completion; leadership participation.
- Integrity and behaviour: number and nature of reports (anonymised) and resolution outcomes and aftercare—coordinated with the Integrity Officer, Complaints Committee and Confidential Advisor.
- Partner oversight: DEI policies and procedures in place with landscapes partners; reporting of landscapes partners aggregated on network level.

Positive reporting: RE encourages proactive "speak-up for improvement" feedback about how to make RE more inclusive—through surveys, retrospectives, listening sessions, or direct HR/manager contact—so we capture what works or could work, not just incidents.

4. Evaluation

- Biannual DEI progress meeting (Q1 & Q3) to review progress on planned actions in annual workplan and indicators, agree course corrections, and share updates and learning across Central Team (during Biannual All Staff Gathering) and landscapes.
- Annual review of key indicators and publication of a short DEI progress summary for internal stakeholders (and externally where relevant).
- Policy review every two years (or earlier if laws change or material issues arise).