



## BAM Nuttall Limited Equality, Diversity and Inclusion policy

The Board of BAM Nuttall Ltd understand that fairness and respect are at the core of equality, diversity and inclusion. This is founded on our values of predictable performance, open collaboration, proactive ownership and scalable learning.

We believe in taking small steps every day to continually improve the inclusivity within BAM Nuttall necessary to achieve our long term objectives. We believe that every single employee has the right to be their authentic self at work and shall be treated with respect and dignity. No employee should feel disadvantaged because of their age, disability (physical or mental), mental health status, gender, gender identity, marital or civil partnership status, pregnancy and maternity, race, ethnic origin, religion or belief, sexual orientation, working patterns, caring responsibilities, or trade union membership.

Our aims are:

- To be an attractive destination for talent, by maximising the opportunities for diverse talent to join and remain in the company
- To be an exemplar employer by fully supporting inclusion and delivering good practice
- To maintain a transparent, open environment with a well-defined process to address any concerns or grievance
- To encourage all our people through training and consistent communication to take an active role against all forms of discrimination and harassment
- To ensure that remuneration, benefits, terms and conditions, recruitment, appraisal and promotion procedures are fair and equal and not affected by prejudice or stereotyping
- To help all employees through training and other opportunities to develop to their full potential
- To develop greater understanding of our commitment to equality, diversity and inclusion amongst our customers, suppliers, contractors, our people and applicants
- To ensure that all policies and procedures are not only in line with, but exceed our obligations under current legislation and codes of practice
- To provide clear routes for both suggestions for improvement and concerns regarding equality, diversity and inclusion and communication how these are being dealt with in a timeous manner

We promote the crucial role that line managers must play in making people feel welcomed and included within the workplace and that leading by example is vital.

Discrimination, bullying, harassment and victimisation will not be tolerated and breaches of the company's Equality, Diversity and Inclusion Policy, company procedures or any unfair or unlawful discrimination will be dealt with under the company's disciplinary procedures and could lead to dismissal.

While the Board has overall responsibility for this policy, everyone has a personal obligation for recognising and implementing inclusion principles and to treat our customers, suppliers, the public and colleagues with understanding and respect.

The Culture and Diversity team are responsible for promoting awareness and understanding of this policy along with its associated behaviours.

Stephen Fox  
Chief Executive, on behalf of the BAM Nuttall Board

Previous revisions: 02 March 2011

Date: 23 September 2019

Last review: 23 September 2019