

Equal Opportunities Policy

Issue 5, September 2017

EQUALITY AND DIVERSITY POLICY STATEMENT

VolkerWessels UK's strategy is to understand our customer and employee needs and respond to them. We are committed to providing a diverse, safe, efficient, integrated and sustainable organisation that reflects all segments of the community in all operations and relationships. VolkerWessels UK promotes best practice to create superior value for our clients and employees, from all cultures and socio-economic groups. In order to develop and retain the skills and talent needed to meet its business objectives. VolkerWessels UK acknowledges and values, cultural differences amongst all people.

Each and every employee is valued. In terms of equality, inclusion and diversity our key aims to achieve are to:

- Engage a workforce and supplier base, that reflects the diversity of the communities of the United Kingdom;
- Promote greater understanding and ownership amongst, stakeholder organisations, contractors, our workers (whether agency, employees or consultants) of our goals and aspirations;
- Provide mechanisms to eliminate unlawful discrimination (whether by employees, agency workers, suppliers or subcontractors, graduates, consultants or any other third party). We are an inclusive organisation that respects the dignity, uniqueness and intrinsic worth of every individual in the VolkerWessels UK associated community - the supply chain, our staff and their families, board members and volunteers;
- Strive for employer excellence; adopting, a positive best practice compliance approach in policies, procedures, recruitment, development, retention, promotion, training and treatment of employees, contractors and consultants;
- Act as an enabler, of good relations between peoples' from different communities and social groups, address inequalities, promote growth through a skilled and diverse workforce, in accordance with legislation;
- Promote equal opportunity, inclusion and diversity in recognition of the differences that exist between all peoples' irrespective of race, colour, religion, nationality, ethnic origin, sexual orientation, gender including transgender, age, disability, marital status including civil partnerships or part-time status;
- Accept the highest responsibility for health, safety, environmental awareness and protection. Operating on a fair and honest basis with all clients, customers and employees; avoiding conflicts of interest and all forms of corruption;
- Monitor, measure and review performance against the equality, inclusion and diversity policy targets in terms of service delivery and employment. Taking all necessary steps to mitigate and / or eliminate any negative impact, to encourage a positive impact on equality target groups;
- Ensure commitment of senior staff to provide the resources required to progress and join up;
- Initiatives to manage and deliver sustainable equality, inclusion and diversity, taking into full consideration the needs and circumstances of all our employees, clients, colleagues and those with whom we work; and
- Communicate cultural change in a joined-up approach, ensure continuity of the joint vision in terms of service delivery and performance, developing a new cross- organisational communications strategy.

Alan Robertson**Chief Executive, VolkerWessels UK**

Approved for IMS:	IMS Manager	Document owner:	HR Director	Workspace file:	n/a	Page 6 of 24
-------------------	-------------	-----------------	-------------	-----------------	-----	--------------