

# Diversity & Inclusion Journey

## Future Commitments

### 2018

- Disability confident employer with a commitment to source, train and retain of disabled people and those with health conditions
- Partnered with RMF to source, train and retain ex-offenders and prisoners
- Obtained Silver in Investors in People
- Exhibited at the National Engineering and Construction recruitment event to engage with apprentices and graduates
- Salary benchmarking to ensure fair and equal pay
- Fair and equitable performance incentive scheme for all employees introduced

### 2020

- Implemented D&I awareness training
- Implemented inclusive language awareness training
- Silver member of Women into Construction
- 4% increase in females joining the Company
- Improved health and wellbeing benefits for employees and their families
- Recruited 8 Apprentices
- Recruited 11 Graduates

### SHORT TERM

- Speakers for Schools project to encourage young people into construction/engineering
- Increase diversity in recruitment
- Ensure upskilling and personal development is fair and equal in like for like roles
- Increase number of ex-military personnel
- Create a healthier work place through our Health and Wellbeing Plan
- Diversity & Inclusion Working Group
- Integrate EDI training into corporate induction
- Increase job opportunities to ex-offenders and existing prisoners
- Pension workshops for over and under 50's to help plan for a better future

### 2019

- Gold Partner for the second year running with Walsall Works for Business Partnering in local communities
- Advertising in regional job centres to offer sustainable employment in local communities
- Signatories of the Construction Protocol coordinated by the Gang-masters and Labour Abuse Authority (GLAA) which is aimed at protecting vulnerable people and eradicating slavery and labour exploitation
- More than Utilised Apprenticeship Levy to upskill workforce at all levels
- Recruited 9 apprentices
- Recruited 10 graduates
- Implemented mental health awareness sessions

### 2021

- Achieved Gold in Investors in people with high performance achieved in values and inclusivity
- 10% increase in female promotions compared to previous years
- Recruited 16 Apprentices
- Recruited 11 Graduates
- Signatories of the Armed Forces Covenant to support ex-forces and their families into sustainable employment
- Project for the Built Environment skills for schools project showcasing construction and engineering as a career choice to young people in over 3000 schools in the UK
- Produced webinars on best practice recruitment and unconscious bias in recruitment

### MID TERM

- Recruit from refugee talent pool
- Increase female representation at site level
- Salary benchmarking to ensure fair and equal pay in like for like roles
- Ensure upskilling and personal development is fair and equal in like for like roles
- Increase in employees completing high quality skills training
- Ethnicity review to address ethnicity gaps

### LONG TERM

- Increase female representation at Board level
- Ensure upskilling and personal development is fair and equal in like for like roles
- Platinum in Investors in People
- Reverse mentoring to encourage learning across the protected characteristics to better meet people needs and to enhance inclusivity