

DIVERSITY & INCLUSION IN EMPLOYMENT

Everyone is an individual, unique and different. Each possessing their own personality, background, appearance and abilities. The Company recognises that harnessing this diversity and utilising the experiences, abilities and unique qualities of all its employees will enhance its business.

The Company is committed to giving every employee the same opportunities, whatever their background and irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status or social class. The Company opposes all forms of unlawful and unfair discrimination.

Individuals and managers at all levels of the organisation must comply with the latest legislation in this area. The Company will not unlawfully discriminate in any aspect of employment, including:

- how employees are selected (including deliberate refusal)
- terms offered by the employer
- the way in which employees receive job promotion, training, transfers, or any other benefits
- how employees are treated.

The Company's commitment is underpinned throughout the following policies:

- Human Rights Policy
- Equal Opportunities Policy
- Disability in Employment Policy
- Harassment and Bullying Policy
- Disciplinary / Capability Procedures
- Recruitment Policy

Responsibility for Diversity:

Each and every Director, Manager and Employee has a responsibility for the promotion and advancement of the Company's commitment to equality and diversity. The aim of engaging all sectors of the community, eliminating inequality and discrimination and taking advantage of the opportunities presented by engaging with a diverse workforce is shared by all.

Our senior leaders will act as role models, taking actions when appropriate and addressing behaviours when necessary. They shall ask questions to check that diversity in its broadest sense is being recognised, understood and considered as integral to the decision making and evaluation processes.

They will foster a positive work environment where:

- Everyone is treated with dignity and respect.
- It is recognised that diversity and equality are intrinsic to the success and performance of the organisation.
- A high value is placed on diversity and fairness.

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- Barriers that may impede progress around diversity and equality issues are removed.
- Efforts to make the organisation inclusive are actively supported.

Our Diversity Goals:

- Employ and develop talented individuals at all stages of their careers.
- Retain a diverse workforce.
- Ensure full and equal access for all people in every aspect of our business.
- Take action to eradicate discrimination and inequality when delivering services and when employing others to deliver services on our behalf.
- Fulfil our obligations by adopting legal guidelines that seek to ensure equality of opportunity, eradicate discrimination and promote good relations.
- Make equality a part of our everyday working practice by raising awareness and, where appropriate, training employees to carry out this policy.
- Work with others including our supply chain to stamp out unwelcome practices.
- Consult with our workforce and others to help shape the services we deliver and our policies and practices.
- Consider the needs of all communities in the methods used for communicating with all stakeholders.
- Monitor our performance.

Summary

The Company recognises, accepts and values the diversity of its employees rather than seeing them as barriers. The organisation by its very nature is diverse. It embraces its diversity and creates communities in which people can thrive, irrelevant of their differences, and can achieve their own ambitions as the Company strives towards its vision and that of the VINCI Group to which it belongs – To exceed the expectations of all its stakeholders.