

Diversity and Inclusion policy

BAM Construct UK Ltd aims to be a diverse and inclusive organisation.

We believe that developing a workforce that reflects the diversity of our customer base and the communities in which we operate helps our business. We are committed to providing opportunity and a respectful environment for everyone who works with us. Our commitment to diversity underpins all our human resources policies and practices and all our dealings with customers, suppliers and stakeholders.

At BAM, our goal is that by 2025, we will have a workforce that: has gender parity, is culturally diverse (meaning that at least 15% of our employees will be from ethnic minority backgrounds), supports a culture that attracts at least 5% of employees who identify as LGBTQ+ and supports an environment where employees who live with disabilities can thrive at levels representative of at least 5% of the working population.

The Board and Senior Management Team are responsible for the implementation of this policy.

In addition, everyone in BAM has a personal responsibility to treat our customers, suppliers, the public and colleagues with understanding and respect.

Our objectives are:

- Remove barriers to entry and encourage people from diverse backgrounds to join the company
- To maintain a working environment where individual differences and the contributions of our people are recognized and valued and where direct or indirect discrimination, bullying and harassment are not tolerated
- To raise awareness of diversity and inclusion among all our people so that they can recognise and take an active role in contributing towards our goals and objectives
- To ensure that remuneration, benefits, terms and conditions and recruitment and promotion procedures do not discriminate, discourage or create barriers for any of our people either directly or indirectly
- To help all employees through training and other opportunities to develop to their full potential
- To develop greater understanding of our commitment to diversity and inclusion among our customers, suppliers, contractors, our people and applicants
- To ensure that all policies and procedures are at the forefront of best practice and that our people know how to raise any concerns
- To effectively measure and report on our progress on diversity and inclusion
- To recognize and celebrate the power of diversity and inclusion
- To create a truly inclusive environment where all our people can always be the best they can be
- We will not discriminate directly or indirectly against any person because of the Equality Act 2010 protected characteristics of age, disability, gender identity or reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation

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

A handwritten signature in black ink, appearing to read 'James Wimpenny', with a small flourish at the end.

James Wimpenny
Chief Executive
BAM Construct UK Ltd