



BAM Nuttall Limited Equality, Diversity and Inclusion policy

The Board of BAM Nuttall Ltd fully supports the concepts of fairness and respect which are at the core of equality, diversity and inclusion. This is founded on our defined corporate values of people focus, honesty and openness and a commitment to considering the needs of all our stakeholders.

We value diversity and are committed to creating the inclusive organisation necessary to achieve our long term vision.

We believe that developing a workforce that reflects the diversity of our customer base and the communities in which we operate will help us successfully meet all of our commitments to our stakeholders. We consider there to be significant business benefits from integrating equality, diversity and inclusion in day-to-day business practice and are determined to eliminate discrimination and disadvantage within the workplace.

This policy underpins all other policies, management plans, strategies and procedures. The Board has appointed a Diversity Committee, which is responsible for the implementation of this policy and the accompanying equality, diversity and inclusion Implementation Plan. In particular the committee:

- ensures the Implementation Plan has clear and measurable objectives
- regularly reviews the policy and monitors the Plan to ensure they continue to support our best practice objectives
- ensures all of our people (whether employees, agency staff, sub-contractors, consultants, or suppliers) are aware of this policy
- ensures that commitment to equality, diversity and inclusion is considered within the company's personnel review mechanisms

While the Board has overall responsibility for the Policy, every one also has a personal responsibility for recognising and implementing diversity principles and for treating our customers, suppliers, the public and colleagues with understanding and respect.

Our inclusive approach means that all stakeholders are treated with fairness, dignity and respect. We are not adversely influenced or prejudiced in any way by an individual's age, gender identity, marital or civil partnership status, race, colour, ethnic origin, sexual orientation, disability (both physical and mental), religion or belief, working patterns, caring responsibilities, pregnancy or trade union membership.

Our objectives are:

- to be an exemplary employer by fully delivering the Implementation Plan to gain the business benefits of good practice
- to maximise the opportunities for diverse talent to join and remain in the company
- to maintain a working environment where discrimination, bullying, harassment and victimisation are not tolerated and support this with a well defined grievance process
- to encourage through training and consistent communication all our people to take an active role against all forms of discrimination and harassment
- to ensure that remuneration, benefits, terms and conditions and recruitment, appraisal and promotion procedures are fair and equal and not affected by prejudice and 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

Discrimination, bullying, harassment and victimisation will not be tolerated and breaches of the company's Equality, Diversity and Inclusion Policy and procedures and any unfair 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 'S Fox', with a long horizontal line extending to the right.

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

Previous revisions: 01 April 2010

Date: 02 March 2011