

HOW WE:

## Talk Positively

**Creating a network of STEM Ambassadors** to work with schools and universities to engage with a diverse talent pool



Measuring key metrics to track D&I across the business and **celebrating successes**

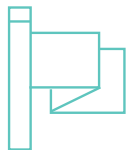
**Encouraging** people from a wide range of backgrounds to join us, including ex-military personnel, through targeted marketing campaigns



Developing employee case studies to **showcase, internally and externally, the diverse role models** working at Balfour Beatty and recognising through award nominations



**Celebrating cultural diversity** with key events throughout the year, such as International Women's Day and Pride celebrations across the UK



**Aiming to increase productivity** through a review of our approach to flexibly support a healthy work life balance

HOW WE:

## Collaborate Relentlessly

Delivering unconscious bias training as well as a leadership development course aimed at female employees to **raise awareness and develop all our people**



**Developing a mentor scheme** to provide networking opportunities and support for all employees

Partnering with resourcing suppliers who are **committed to D&I** by broadening resource pools and reporting on D&I activity



**Partnering** with external affiliations, customers and suppliers to raise our profile, access best practice and collaborate across our industry

**Introducing reverse mentoring for leaders**

to understand the needs, working experiences and barriers for under-represented groups



**Increasing our spend** with SMEs, Social Enterprise and Voluntary Organisations, and Women Owned Businesses

HOW WE:

## Encourage Constantly

Giving under-represented groups of employees the **support and networking opportunities** they need to succeed through our four employee-led Affinity Networks



**Expanding our Returners Programme**, which offers support and development to talented individuals who have taken a career break of over 24 months



**Encouraging** our senior leadership teams to **support** our D&I strategy, which is backed by our Executive Sponsors and our Chief Executive Leo Quinn

Committing to

**5%**



of our workforce being graduates, trainees and apprentices to build the future of our industry



Understanding and removing barriers to **attraction, recruitment, retention and progression** at Balfour Beatty for under-represented groups



**Improving opportunities for disabled candidates** by offering a greater number of work placements, and achieving Level 2 of the Disability Confident scheme