

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