

Vision

The EKFB Equality, Diversity and Inclusion (EDI) policy sets out our approach to ensure compliance with the Equality Act 2010 and all other applicable legislation. We will do this by proactively raising awareness of equality and diversity and combating all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment within our project. At EKFB we will also go above and beyond this to truly unlock the social, economic and individual value of fostering a culture of EDI.

We are committed to fully supporting HS2's vision to develop, maintain and promote a culture of equality, diversity and inclusion. We will draw on the skills from an all-encompassing talent pool to ensure that our employment policies and practices warrant equality of opportunity and treatment.

Everyone who works with EKFB has a contribution to make, and we welcome different ways of thinking, encourage innovation and aim to create an inclusive environment where everyone feels they are able to be themselves and raise new ideas.

This vision is supported by our value of 'Mutual Respect' and *Making the Right Choice*

Scope

This policy covers all people working for the EKFB joint venture, including those on secondment, contractors, suppliers, consultants, temporary workers and job applicants, individuals working for EKFB via a third party and those that interface with us at any level. It applies to all aspects of employment, from recruitment and selection through to termination. The policy is supported by a number of other policies to ensure that EDI considerations are included in all our working practices.

Principles

Our objective is to create, maintain and develop a truly diverse and inclusive organisation. To realise this, we are committed to providing a working environment which recognises that people from different backgrounds, experiences and abilities can bring fresh ideas and innovation to improve our business and practices. We want to ensure that EDI is embedded in our culture, and reflected in our people and behaviours. We will:

- Ensure recruitment and selection procedures are based on objective criteria related to the needs of the job, and such criteria is applied equally at all stages during the process at all levels within the organisation. This is supported by our Recruitment & Selection Policy Document number 1MC12-EKF-HR-POL-C000-000005
- Improve the recruitment and retention of people from diverse backgrounds This is supported by our Recruitment & Selection Policy Document number 1MC12-EKF-HR-POL-C000-000005
- Provide fair and open access to training and development opportunities for our employees, who will be given equal opportunity and encouragement to progress within the organisation. This is supported by our Training & Promotion Policy Document number 1MC12-EKF-HR-POL-C000-000006
- Develop and enhance relationships in the wider community through partnerships with community-based groups and stakeholders.
- Ensure that everyone working with EKFB is treated fairly and protected from discrimination, victimisation, bullying and harassment. This is supported by our Bullying & Harassment Policy Document number 1MC12-EKF-HR-POL-C000-000002
- Everyone has a duty to act in accordance with this policy and to treat colleagues with dignity at all times. EK will not tolerate any discriminatory practices or behaviour and any arising will be acted upon firmly and promptly.

Demonstrating our commitment

Our EDI action plan will cover all principles of this policy and be continuously developed to ensure ongoing improvement. Key actions include:

- A diversity and inclusion Steering Group made up of representatives from each contract within the HS2 scope of works and chaired by the MWCC Director for EKFB.
- Working alongside recognised Diversity and Inclusion experts to formally develop and constantly challenge and monitor our approach.
- Providing regular communication about equality, diversity and inclusion.
- Providing regular training on equality, diversity and inclusion.
- Creating an environment where people can challenge unacceptable or discriminatory behaviours and understand what to do if they encounter an issue.
- Leading our supply chain in developing their approach to Diversity and Inclusion.

We will ensure legal compliance in the methods used to collect, monitor and analyse diversity data, including information about the gender, age, ethnicity and disability of employees, job applicants and leavers, and the supply chain. The information will be held in strictest confidence and will only be used to illustrate and promote EDI and prevent unlawful discrimination. We will also gather data on the views of our workforce through surveys and Investors in Diversity assessments. We will measure and analyse progress on an annual basis.

If anyone feels they have a grievance or a complaint under the Policy, they may in the first instance (if they wish and feel comfortable to do so) make the issue known to the person responsible for the behaviour and request that it should cease. Individuals may also, as an alternative, seek the direction and guidance of their EDI representative, Line Manager, MWCC Director, or member of their parent company HR team.

Policy review

This policy has immediate effect and replaces all previous versions. The next review date is 1st Aug 2021.

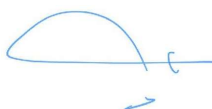
Signed on behalf of the EKFB Board

David Lowery, EKFB Director



Date 21st August 2020

Olivier de Guinaumont, JV Board Chair



Date 21st August 2020

