

1MCo3 Main Works – Contract Lot S1

Equality, Diversity and Inclusion Policy

MDL Code:

Document no.: 1MCo3-SCJ-HR-POL-S001-000001

Revision	Author	Checked by	Approved by	Date approved	Reason for revision
Co1	Alice Jennison	Cassandra Cann	Isabel Coman	30/05/2018	Internal
Co2	Alice Jennison	Lucy Miller – Skanska Kristina Gajdosikova – Costain Tracy Morgan - STRABAG	Board Members as per main body of the policy	As per main body of the policy	Annual review

SECURITY CLASSIFICATION: Official

Handling instructions: Uncontrolled when printed



Equality, Diversity and Inclusion Policy

Key to the success of the Skanska, Costain and STRABAG Joint Venture (SCS JV) programme is an inclusive culture which enables collaboration, emboldens innovation and encourages diverse thinking. This culture is essential to attract and recruit talent to the programme.

EDI Objectives

- To embed a transparent and inclusive culture across the project, free from discrimination, harassment and bullying.
- To lead from the top and engender an inclusive and collaborative leadership style.
- Achieve a diverse and inclusive workforce across SCS JV and the supply chain, which mirrors and inspires the community we work within.
- To support local, small and/or diverse owned suppliers to tender for procurement opportunities on the programme.
- To provide employment and procurement opportunities for local and disadvantaged groups.

Embedding EDI

- SCS JV provides equal opportunity for all staff, supply chain, community members and clients. All stakeholders are treated fairly and with respect no matter what their background or personal characteristics.
- Importance of merit: All selection and promotion decisions are based on identifying the best possible candidate, partner or subcontractor using fair, unbiased and objective criteria.
- The value of EDI is recognised by SCS JV. Diversity is welcomed within the workforce and supply chain.

Queries and complaints

All queries and complaints should be directed to a senior manager or the SCS JV People Department.

The Policy will be reviewed annually to ensure the management system is suitable, effective, consistently implemented and continually improved to meet the SCS JV and HS2 requirements.

Compliance with this policy is mandatory. Any SCS JV staff breaching the same will be referred to their relevant Employer parent company who will deal with the staff member in accordance with the SCS JV staff member's personal contract of employment. (Note, SCS JV is not an Employer of any of SCS JV staff).


Approved by the SCS Joint Venture Board

Signed: 
Eamonn Costello (Sep 24, 2020 10:41 GMT+1)

Skanska

Signed: 
Lee Davies (Sep 22, 2020 13:26 GMT+1)

Costain

Signed: 
Gerald Zangl (Sep 22, 2020 15:19 GMT+2)

STRABAG

Agreed to be implemented by the SCS Joint Venture Project Management Team

Signed: 
James Richardson (Sep 22, 2020 14:37 GMT+1)

James Richardson SCS JV Managing Director











1MC03-SCJ-HR-POL-S001-000001 C02 EDI Policy


Final Audit Report

2020-09-24

Created:	2020-09-21
By:	Sandra Coelho (CoelhoSan@sbsit.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAZXhouJAoRHbz_V2wbBRd4DF0r6bG-DSX

"1MC03-SCJ-HR-POL-S001-000001 C02 EDI Policy" History

-  Document created by Sandra Coelho (CoelhoSan@sbsit.com)
2020-09-21 - 18:35:20 GMT- IP address: 84.67.1.167
-  Document emailed to Eamonn H Costello (eamonn.costello@skanska.co.uk) for signature
2020-09-21 - 18:36:10 GMT
-  Document emailed to Lee Davies (lee.davies@costain.com) for signature
2020-09-21 - 18:36:10 GMT
-  Document emailed to Gerald Zangl (gerald.zangl@strabag.com) for signature
2020-09-21 - 18:36:10 GMT
-  Document emailed to James Richardson (james.richardson@scsrailways.co.uk) for signature
2020-09-21 - 18:36:10 GMT
-  Email viewed by Lee Davies (lee.davies@costain.com)
2020-09-22 - 12:25:51 GMT- IP address: 104.47.10.254
-  Document e-signed by Lee Davies (lee.davies@costain.com)
Signature Date: 2020-09-22 - 12:26:20 GMT - Time Source: server- IP address: 165.225.16.186
-  Email viewed by Gerald Zangl (gerald.zangl@strabag.com)
2020-09-22 - 13:19:04 GMT- IP address: 217.149.172.172
-  Document e-signed by Gerald Zangl (gerald.zangl@strabag.com)
Signature Date: 2020-09-22 - 13:19:20 GMT - Time Source: server- IP address: 217.149.172.172
-  Email viewed by James Richardson (james.richardson@scsrailways.co.uk)
2020-09-22 - 13:37:20 GMT- IP address: 81.134.240.20

 Document e-signed by James Richardson (james.richardson@scsrailways.co.uk)

Signature Date: 2020-09-22 - 13:37:52 GMT - Time Source: server- IP address: 81.134.240.20

 Email viewed by Eamonn H Costello (eamonn.costello@skanska.co.uk)

2020-09-24 - 08:15:06 GMT- IP address: 104.47.4.254

 Document e-signed by Eamonn H Costello (eamonn.costello@skanska.co.uk)

Signature Date: 2020-09-24 - 09:41:37 GMT - Time Source: server- IP address: 148.64.8.18

 Agreement completed.

2020-09-24 - 09:41:37 GMT