



FIR (FAIRNESS, INCLUSION AND RESPECT)

Everyone is an individual, unique and different. Each possessing their own personality, background, appearance and abilities. VINCI Construction UK Ltd recognises, that harnessing this diversity and applying the experiences, abilities and unique qualities of all our employees will enhance our business.

Our ambition is to lead the improvement in how all parts of society view and experience our business. We will consider the diverse needs of customers and communities when making decisions, to become more effective at attracting and recruiting a more diverse workforce, and at creating inclusive working cultures that allow everyone to perform to their potential.

We are committed to giving every employee equal opportunities, whatever their background and irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of inappropriate behaviour, unlawful and unfair discrimination.

It is not about knowing the correct term or phrase to describe something, it is about being truly open and non-judgmental about people, acknowledging that it is our differences that make us stronger.

Individuals and managers at all levels of the organisation are made aware of and must comply with the latest legislation in this area.

The Group will not unlawfully discriminate in any aspect of employment, including:

- how employees are selected (including deliberate refusal)
- terms offered by the employer
- the way in which employees receive job promotion, training, transfer or any other benefits
- how employees are treated.

Our commitment is underpinned throughout the following policies and statements:-

- VINCI Code of Ethics
- VINCI Manifesto – Together
- POLICIES
 - Human Rights
 - Industrial Relations
 - Work Life Balance
 - Home Working
 - Equal Opportunities
 - Flexible Working
- STATEMENTS
 - Diversity and Inclusion in Employment
 - Harassment and Bullying in Employment
 - Recruitment and Selection
 - Disability in Employment

The documents above are extracts from the Directors Manual and Employee Handbook which seeks to fully integrate Diversity and many other aspects of employment seamlessly within one document.

Responsibility for FIR

Everyone with our teams is responsible for ensuring and inclusive culture.

FIR Role Models

The Senior Leadership Team will act as role models, taking actions when appropriate and addressing inappropriate behaviours. They shall ask questions to ensure FIR in its broadest sense is understood and embedded within the business.



**R E A L
S U C C E S S
I S T H E
S U C C E S S
Y O U S H A R E**

FIR Mission

- Enhance our culture of FIR as the core of the way we work
- Value the unique backgrounds and experience of every employee
- Treat people fairly
- Be respectful when dealing with people

Goals

- Ensure compliance with legal requirements, such as the Equality Act 2010
- Recruit, retain and develop talented individuals to reflect the diversity of the communities we work in
- Work with others, such as our supply chain, to promote inclusive working practices
- Consult with stakeholders to continually improve our policies and procedures and share best practice
- Monitor our performance and take appropriate actions.

Summary

There are an increasing number of studies linking companies with more diverse and inclusive workforces to improved business performance. Other benefits include improved recruitment and retention as well as more creative solutions and problem solving.

To help us advance Fairness, Inclusion and Respect at VINCI Construction UK and creating better workplaces for all our employees, customers and anyone who comes into contact with our people, we will monitor our success through our annual engagement survey.

We should never shy away from talking about inclusivity, we should ensure that our attitudes and minds are open to all possibilities.

Review

- This policy shall be reviewed on an annual basis and as and when necessary to reflect changes in relevant legislation.

A handwritten signature in black ink that reads "Angela Stanley". The signature is written in a cursive, flowing style.

Angela Stanley
Human Resources Director
VINCI Construction UK Ltd