

Fairness at Work Policy Statement

Our objective is to treat all our employees and job applicants with respect and to ensure that there is equality of opportunity in all aspects of our employment practices. It is our belief that a culture of Inclusion, Equality and Diversity plays a key role in advancing organisations, and is also vital in attracting and retaining the quality of employees that ensure we can build long term relationships with our customers/clients.

Our Fairness at Work Policy not only adopts an approach which ensures fairness, transparency and equity at work but also demonstrates a proactive and positive commitment by Colas to the whole of our work-force and in conjunction with other key stakeholders.

We aim to deliver our strategy through these 5 commitments:

Attract and hire talent from diverse backgrounds

Colas will actively attract and encourage applications from a diverse talent pool, including but not limited to, minority groups such as, ethnic minorities, people with disabilities, ex-military personnel and ex-offenders. We will also work to break down the barriers of age and gender stereotyping by encouraging more women and people of all ages to consider a career at Colas.

Educate our people and suppliers

Colas will ensure that employees, customers and suppliers are aware of the principles of equality, diversity and inclusion to help maintain an environment where everyone is treated fairly and with respect.

Effective leadership and development

Leaders and managers at all levels will drive the business whilst actively demonstrating their commitment to promoting the principles of equality, diversity, fairness, inclusion and respect.

Engage and Retain

We will create a culture of inclusivity, where differences are celebrated and employees are happy, engaged and productive.

Meeting diverse needs through service delivery

We will ensure we cater for the diverse needs of our customers and communities in the design and delivery of our services. We will do this by using a range of methods to communicate with our customers and communities in providing information about our services and by having a workforce that is reflective of the communities in which we work.

Responsibilities

Delivery of this policy is the responsibility of everyone within the organisation. We expect our employees to:

- Be proactive in developing an inclusive culture – recognising that every individual can make a difference through their actions
- Complete mandatory Equality, Diversity and Inclusion Training
- Be open and honest – helping management to provide the support required
- Challenge any behaviours contrary to our ethos
- Be considerate and take an interest in others

We expect our leaders to:

- Be good role models
- Celebrate and respect all differences
- Be fair and be aware to and challenge unconscious bias
- Take a stand against any behaviours contrary to our ethos
- Enthusiastically support initiatives that deliver the strategy
- Develop understanding of inclusion and practice inclusive ways of working

Chief Executive Officer

F. Lahmamsi

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