

Fairness, Inclusion, & Respect Charter

GRAHAM

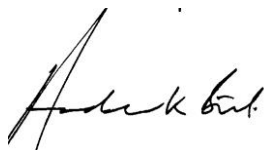
“When we respect each other great things happen”

We are committed to being an employer of choice where everyone is recognised as an individual and where the richness of a diverse workforce is embraced to maximise business performance and to **deliver lasting impact**.

The principles of **Fairness, Inclusion and Respect (FIR)** help create a positive team culture, a safer and healthier workplace, more innovation through diversity of ideas and a more productive workplace - everything thrives when we feel valued.

To achieve this, we will:

- Celebrate the richness and diversity of GRAHAM people.
- Promote and champion fairness, inclusion, and equality of opportunity for all.
- Have a clear governance structure to manage FIR, encompassing Executive Leadership Manager training, collaboration with communities and clients, dedicated FIR ambassadors, training for all employees and role modelling with our supply chain.
- Support our employees from all backgrounds and meet their individual needs.
- Create a workforce that is reflective of society and in which people feel accepted and valued.
- Take positive steps to reach out to those disadvantaged groups and individuals who find it difficult to access the industry.
- Treat everyone with dignity and respect.
- Celebrate difference and value and enable people to express who they are without fear of negative attitudes.
- Show zero tolerance towards bullying, harassment and inappropriate language and behaviours and encourage the reporting of all cases of unlawful discrimination through our ‘Speak Up’ service.
- Engage, listen, and respond with our people, clients and communities when planning our services.
- Deliver our services in a way that reflects the diverse needs of the clients and communities we serve.
- Be ambitious about our FIR goals, set out in an annual plan and regularly measure progress.



Andrew Bill

Group Chief Executive Officer (CEO)



Hollie Cregan

Head of Equality, Diversity and FIR

For more information please contact **Hollie Cregan (Head of Equality, Diversity & FIR)**

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