



This is the formal statement of FM Conway company policy on Equality, Diversity and Inclusion, and incorporates our commitment to compliance with the Equality Act 2010.

FM Conway is an equal opportunities employer who recognises that success is achieved by working together as a family with our people, our customers, and our communities, and through collaboration, establish itself as the leading infrastructure services company.

As a business with Integrity as a core value we strive to ensure that no job applicant, employee, client, supplier, or other stakeholder receives less favourable treatment on the grounds of disability, ethnic or national origin, gender, or religion. We are committed to making full use of the talents, skills, experience, and different cultural perspectives that exist in a multi-ethnic society.

It is the company's policy to ensure that all job applicants and employees receive equal treatment and encouragement for selection, training and promotion regardless of their race, ethnic or national origins, colour, gender, age, marital status, responsibility for dependents, disability, sexual orientation or religious beliefs.

We are committed to being an employer of choice where everyone is recognised for the contribution they make to our business and the diversity of our workforce is vital to maximise our company's performance.

We are also committed to building strong, participative partnerships with our clients, supply chain, and all other stakeholders and work alongside businesses that share our views; this ensures that we maintain best practice in terms of fairness, inclusion and respect and that this becomes a trademark of our delivery and builds a platform for continuous review and improvement.

OBJECTIVES

Our objective is to create and maintain a continuously developing environment where people feel they are respected and valued for who they are, and can achieve their full potential regardless of their race, nationality, national or ethnic origins, sex, age, maternity or marital status, responsibility for dependents, disability, sexual orientation or religious beliefs.

As an equal opportunities employer we are opposed to all forms of unlawful and unfair discrimination and are committed to eliminating unlawful discrimination by actively encouraging diversity in the workplace; operating with a workforce that is truly representative of the communities of which we are a part.

Great people delivering great work, always

Adam Green CEO