

Diversity Policy

Laing O'Rourke is committed to employing a workforce that reflects the diverse society in which we live. We believe we can build a stronger company by attracting a wide range of talented people, able to respond to the diverse needs of our customers.

It is Laing O'Rourke's policy to:

- Recognise the benefits of a diverse workforce.
- Appreciate the varied talents and perspectives of employees from different backgrounds and harness these effectively.
- Understand the need to reflect the diversity of the clients and communities we serve through the people we employ.
- Create a supportive and sympathetic environment in which individuals of all backgrounds can realise their potential.
- Ensure all employees are aware of the Company's commitment to diversity and understand the role they play in this.
- Remove any barriers that hinder the achievement of a truly diverse and talented workforce.
- Ensure those responsible for recruitment, selection, training, grievance, disciplinary or dismissal procedures are familiar with this policy.

Our understanding of diversity encompasses – among other things – ethnicity, language, age, gender, sexual orientation, religion, beliefs, socioeconomic background, physical and intellectual capability, experience and education.

We believe the range of perspectives that arises from this spectrum of experience promotes commercial success. Employees from different cultural or linguistic backgrounds, for example, can offer insight into complex international markets. So, managing diversity makes us more innovative, productive and competitive.

Laing O'Rourke is committed to tackling cultural stereotypes, recognising that discrimination of this type acts as a barrier to personal and commercial success. Instead we will foster an open and honest culture which values diversity.



R G O'Rourke
Chairman and Chief Executive