

Recruitment Policy

Laing O'Rourke is committed to attracting and retaining the best people by providing competitive and flexible employment packages that sit within the top quartile of the industry. We monitor market trends and external factors to ensure we meet that commitment.

Equality of opportunity is important to Laing O'Rourke. We have developed a policy that not only complies with the law, but ensures a highly effective workplace for the future.

It is Laing O'Rourke's policy to:

- Ensure no job applicant receives less favourable treatment on any grounds, including age, disability, gender or gender re-assignment, marital status, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, medical condition, offending background at any stage of the recruitment process.
- Regularly review all relevant company policies to ensure individuals are selected on the basis of their merits and abilities.
- Maintain a programme of recruitment and development for trainees and graduates.
- Inform employees of their responsibilities in respect of this and related policies, and communicate the Company's commitment to the promotion of equal opportunities for all its employees.

Laing O'Rourke places great emphasis on the value of adopting a comprehensive range of selection and placement techniques. This is designed to ensure the Company recruits and appoints suitably qualified staff who exhibit the necessary capabilities and behaviours.

All Laing O'Rourke employees who recruit staff are informed of their responsibilities under this policy and the applicable legal requirements.



R G O'Rourke
Chairman and Chief Executive