# Diversity, equity and inclusion

# Recent progress

Conscious leadership

As part of Global Safety Week, we delivered suicide awareness and prevention training to extended leadership team with toolbox talks for field colleagues.

Keller Australia strengthened relevant policies and procedures on bullying, harassment and discrimination with relevant toolbox talks, and conducted remote location risk assessments to ensure our people continued to be safe on site.

ASEAN delivered a training and awareness programme on micro-inequities with the aim of fostering inclusivity.

North America delivered LGBTQ+ training to divisional leadership team members.

Europe continued to drive progress through localised action plans to maximise impact and cascaded wellbeing leadership training to the broader European workforce.

Listen

Keller Women in Construction (KWIC)

KWIC AMEA established a divisional mentorship programme and facilitated an allyship webcast which included participation from the senior leadership team.

KWIC North America promoted professional development (internally and industry-wide); created an internal women's network to enhance corporate culture; supported efforts to increase the recruitment and retention of women: and engaged with local communities through outreach efforts. Focus groups with women on site were conducted and actions plans established.

KWIC Europe launched and promoted a new intranet site to connect colleagues and collaborate across the division; continued to raise the profile of KWIC at divisional events; spotlighted inspirational female colleagues; and hosted webcasts on imposter syndrome, and personal development and unlocking potential.

**Empower** 

A new Inclusive site culture standard with related guidance was developed to address specific gender inequities on site, such as inclusive personal protective equipment; access to lockable toilet facilities for both men and women; and lactation facilities for mothers who return to work. The standard also highlights minimum requirements for welfare and hygiene facilities, and how sites can make reasonable accommodations for different cultural and religious identities.

Specialist development programmes were initiated to support women in North-East Europe and South-East Europe and Nordics business units.

To promote health equity, colleagues in UAE and Oman attended Women's Health Awareness events and introduced health screening services for colleagues in the UAE.

# Partner

North America actively focused on sponsorship and partnerships such as:

- Sponsorship for Women in Deep Foundations Institute
- Ambassador sponsorship for Construction Inclusion Week
- Partnership with Revolution Workshop who support the pipeline of entry-level field staff from underrepresented backgrounds. The organisation provides construction workforce development opportunities through a 12 week preapprentice programme for unemployed or underemployed people.
- Partnered with Bridges to Prosperity to raise funds for the work they undertake in isolated communities which create access to essential health care, education and economic opportunities.
- Engaged with Girls in the Game interviews to support underprivileged high school women with mock interviews and to share experiences in the professional world.
- Continued to engage and build strong relationships with key universities and trade schools to appeal to emerging talent.

## **Evolve**

Established a Global PPE project team with divisional representation to ensure all colleagues have access to inclusive PPE. Externally we have engaged with manufacturers and providers, and together with an external peer network, continue to influence change in the industry.

Established our Global Talent Task Force to identify and address challenges on attracting and retaining talent with an initial focus on our emerging workforce (including engineering graduates and apprentices).

Keller Australia reviewed and updated their parental leave policy to ensure inclusive of all parents.

## Celebrate

We are committed to being a diverse and

inclusive place to work and continue to build on our culture where everyone at

Keller has equal opportunity to thrive.

Keller Singapore received the prestigious Workplace Safety & Health (WSH) Culture of Acceptance, Respect and Empathy (CARE) Award by the WSH Council and Ministry of Manpower. The award recognises companies with exemplary safety and wellbeing initiatives and highlights them as the employer of choice.

We continued to celebrate some of the key events, observances and causes important to many of us across the Keller world including Lunar New Year, International Women's Day, International Men's Day, Ramadan, Eid ul-Fitr, Earth Day, Pride month, Global Day of Parents, International Women in Engineering Day, Eid ul-Adha, World Suicide Prevention Day and Rosh Hashanah to name a few.

# **Our Inclusion Commitments**

Our Inclusion Commitments bring together what we are doing to ensure a diverse, equitable and inclusive workplace at Keller



### Conscious leadership

Improve accountability through inclusive and conscious leadership



Continue to evolve as the employer of choice in our industry



Continue to evolve as the employer of choice in our industry



### **Partner**

Partner with 'like-minded' organisations through inclusivity



### **Empower**

Empower and invest in our workforce



### Celebrate

Celebrate our differences and all that unites us



