

BFK Joint Venture Diversity and Inclusion Policy

The Board of BFK Joint Venture fully supports the concepts of fairness and respect which are at the core of diversity and inclusion. This is founded on the defined corporate values of people focus, honesty and openness and a commitment to considering the needs of all our stakeholders.

We value diversity and are committed to creating the inclusive organisation necessary to achieve our long term vision.

We believe that developing a workforce that reflects the diversity of our customer base and the communities in which we operate will help us successfully meet all of our commitments to our stakeholders. Furthermore we consider there to be significant business benefits from integrating diversity and inclusion in day-to-day business practice and are therefore determined to eliminate discrimination and disadvantage within the workforce.

This policy underpins all other policies, management plans, strategies and procedures. The Diversity and Inclusion Champion, appointed by the Joint Venture Board, is responsible for the implementation of this policy and the accompanying Diversity and Inclusion Implementation Plan and Procedure which gives the policy effect. In particular the champion:

- ensures the Implementation Plan has clear and measurable objectives
- regularly reviews the policy and monitors the plan to ensure they continue to support our best practice objectives
- ensures all of our people (whether employees, agency staff, sub-contractors, or consultants) are aware of this policy
- ensures that commitment to diversity and inclusion is considered within the Joint Venture partner companies' personnel review mechanisms

While the Joint Venture Board has overall responsibility for the Policy, every one of our people also has a personal responsibility for recognising and implementing diversity principles and to treat our customers, suppliers, the public and colleagues with understanding and respect.

Our inclusive approach means that all of these stakeholders are treated with fairness, dignity and respect. We are not adversely influenced or prejudiced in any way by an individual's age, gender identity, marital status, race, colour, ethnic origin, sexual orientation, disability (both physical and mental), religion or belief, working patterns, caring responsibilities or trade union membership.

Our objectives are:

- to be an exemplary organisation by fully delivering the Implementation Plan to gain the business benefits of good practice
- to maximise the opportunities for diverse talent to join one of the companies forming the BFK Joint Venture
- to maintain a working environment where discrimination, bullying and harassment are not tolerated and support this with a well defined grievance process
- to encourage through training and consistent communication that all our people take an active role against all forms of discrimination and harassment
- to ensure that remuneration, benefits, terms and conditions and recruitment and promotion procedures are not affected by prejudice and stereotyping
- to help all employees through training and other opportunities to develop to their full potential
- to develop greater understanding of our commitment to diversity and inclusion amongst our customers, suppliers, contractors, our people and applicants

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- to ensure that all policies and procedures are not only in line with, but exceed our obligations under current legislation and codes of practice

Discrimination, bullying and harassment will not be tolerated and breaches of the Joint Venture's Diversity and Inclusion Policy and Procedure and any unfair or unlawful discrimination will be dealt with under the Joint Venture's disciplinary procedures and could lead to dismissal.

Signed for and on behalf of the joint venture board



Adrian Savory



Ignacio Clopes



Peter Bimson

19 March 2010