

Amey

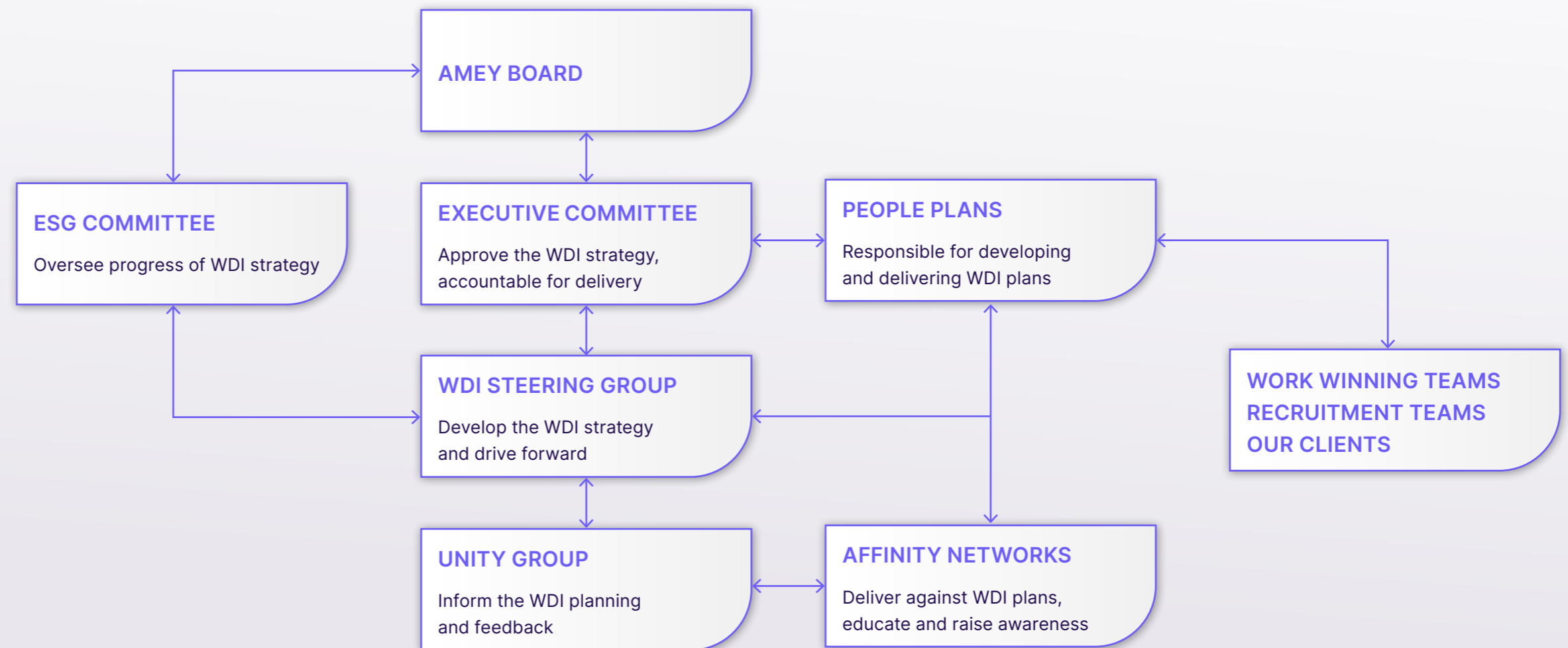
Our Wellbeing,
Diversity and
Inclusion Strategy



Our purpose is to create sustainable infrastructure solutions, that enhance life and protect our shared future.

For us, a focus on wellbeing, diversity and inclusion paves the way to attract, retain, develop and care for the people and expertise needed to deliver on this goal.

This WDI strategy forms a key element of our **ESG Strategy**, under an overarching social goal to 'Enhance the wellbeing of the people and the communities we impact'. Within this goal two of the core commitments are to 'Invest in our People' and to 'Create Opportunities'; this WDI Strategy directly informs how we are delivering on commitments.



Our Wellbeing, Diversity and Inclusion vision

To work in an inclusive way that actively promotes positive wellbeing and embraces difference so that everyone is confident to be themselves, feels valued and is empowered to add value.

We believe wellbeing, diversity and inclusion are all intrinsically linked and can't be separated. By linking these we are strengthening the importance and reach within our organisation.

This strategy comprises 3 overarching priorities, which will enable delivery of targeted action plans at business unit level across the organisation:



PROMOTE WELLBEING

Proactively support a self-care approach to collective and individual wellbeing so that as individuals and teams all are empowered to fulfil their potential.



REPRESENT COMMUNITIES

Reflect the local communities we work within, so that we are best placed to design and deliver sustainable solutions that work for all.



INCLUSIVE CULTURE

Create environments where all feel valued and able to bring their whole selves to work.

Our priorities

PROMOTE WELLBEING

Promote Wellbeing – proactively support a self-care approach to collective and individual wellbeing so that individuals and teams are all empowered to fulfil their potential.

What does this mean?

1. Employees understand the full spectrum of factors that affect their wellbeing including physical, emotional, social, financial, sleep, nutrition, alcohol and drug, and use the tools Amey promote to pro-actively self-care.
2. Our best practice approach to wellbeing challenges and adapt behaviours.
3. Effective tools and resources in place and used by our teams.
4. Our flexible working approach empowers people to work in ways that make sense for them, the business and our clients
5. Employee driven needs shape the support that we offer and provide.

How do we track progress

- › Absence and sickness rates (that take into account trigger points, such as unavoidable flare ups for disabled people).
- › Employee surveys and feedback
- › Use of Employee Assistant Programme, Occupational Health Systems
- › Wellbeing risk assessment tools
- › Training and webinar attendance and use/ access of resources
- › Use of wellbeing benefits such as; cycle to work, gym



Our priorities

REPRESENT COMMUNITIES

As part of this strategy and our wider ESG targets, we have set the below targets in relation to gender and ethnicity representation:

2026

**33% female,
10% multicultural**

2030

**40% female
14% multicultural**

Represent Communities – represent and reflect the local communities we serve, so that we are best placed to design and deliver sustainable solutions that work for all.

What does this mean?

1. Our recruitment and hiring approach and campaigns increase diverse candidates and new starter diversity.
2. Local community and sector data, alongside national statistics are used to inform and shape targeted talent attraction and development planning, alongside targets that appropriate for the geographies in which we operate.
3. Our mentoring, development and active allyship programmes support people to grow at Amey.
4. Specific initiatives including our Women@ Amey and Multicultural Leadership Development programmes, support underrepresented groups result in greater diversity in middle and senior management.
5. Our Community Needs, Equality and Diversity Impact assessment tools and processes support us to deliver services that meets the needs to local community.

How do we track progress

- › Gender, ethnicity, age, disability, sexual orientation, socio-economics representation
- › Representation during attraction, onboarding, and progress within Amey, and at early careers, management, senior management.
- › Gender and Ethnicity Pay Gaps
- › % training completion i.e. Inclusive Recruitment training (% of people managers completed)



Our priorities

INCLUSIVE CULTURE

Inclusive Culture – we attract and retain employees through the creating environments where all feel included, valued and able to bring their whole selves to work

What does this mean?

1. our people feel their voices are heard and feedback is acted upon
2. our people are celebrated for their diverse backgrounds, perspectives and experiences they bring to work and this is reflected in our communications
3. our affinity networks deliver a programme of awareness raising initiatives that results in increasing participation from our employees
4. our leaders and managers role model and showcase our WDI behaviours.
5. behaviour that is not consistent with our vision is challenged, and individuals are supported and empowered to speak up for themselves and others.
6. our inclusive culture is echoed and promoted across our supply chain.

How do we track progress

- › Affinity Network targets and objectives and feedback
- › Employee surveys and feedback
- › Customer survey
- › Leadership and managers involvement in WDI activities



Our fundamentals

MANAGE AND MEASURE

- › A WDI Steering Group oversees the delivery and progress against the WDI Strategy. Business Units lead on developing annual WDI Action Plans, informed by the feedback from the Steering Group and Unity Groups.
- › We track wellbeing, inclusion and diversity data both at a corporate, sector and account/project levels.
- › We set annual Amey wide WDI targets and objectives, which feed into our broader ESG strategy.
- › We use evidence to understand the impact of our policies and interventions on different groups.

RESOURCES AND SUPPORT

- › We develop training plans to improve awareness and upskill our teams – using a range of face to face and self-guided tools such as e-learning channels.
- › We define and communicate the roles and responsibilities of managers.
- › We provide central hubs of WDI resources to support and guide our employees and managers.

RISK AND OPPORTUNITY

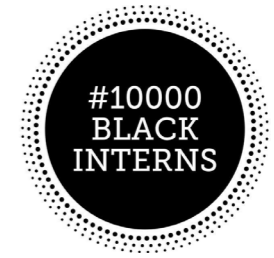
- › We identify opportunities to share and learn from best practice, seeking external recognition for the progress we have made.
- › We use our WDI expertise to inform work winning solutions, embedding both our and our client objectives.
- › We work across industry and sectors, to share best practice and continually improve our approach.
- › We reflect our ambition and priorities in our procurement process and engage with our suppliers to support and share learning.

AFFINITY NETWORKS

- › We have a range of Affinity Networks, which cover women, pride, multicultural, neurodiversity, disability, parent and carers and armed forces – recognising that as individuals we don't 'fit' into one box.
- › A Unity Group comprised of the chairs from each Affinity Network as well as our CEO business manager provides a forum to encourage collaboration, feedback and planning between the Affinity Networks. The Unity Group collaborates directly with the WDI Steering Group.
- › Business Units support and empower ambassadors to champion wellbeing, diversity and inclusion and feedback the experience and impact our programmes and activities are making.

Our Partnerships

Amey has partnered with a number of organisations to help inform our activity, or benchmark the progress we have made. These include:



Our Affinity Networks



ARMED FORCES

Our goal is to create a supportive community that empowers our members to achieve their personal and professional goals. Whether they are looking to further their career, expand their network, find support, or simply connect with others who understand the unique challenges faced by veterans, reservists, cadets and military spouses, we are here to help.



DIVERSABILITY

The Diversability group's vision is to collectively challenge and change attitudes towards disability to ensure that Amey is fair and inclusive for all, and that everyone has an equal opportunity to thrive and achieve their full potential. The group provides education, support, and guidance to disabled employees and the wider Amey with a focus on developing the skills of disabled employees to support their career progression and increase representation at Amey.



MULTICULTURAL

The Multicultural Group aims to provide a safe space for employees to talk about race and learn about the different backgrounds and cultures in Amey. Providing support to those affected by any type of non-inclusive behaviour or racism, we promote understanding and knowledge share and encourage people from all cultures to join our network.



NEURODIVERSITY

Our Neurodiversity affinity group supports employees who identify as neurodivergent. It is a safe space to enable employees to share experiences and gain support. The network aims to raise awareness and understanding of neurodiversity so that everyone at Amey can offer more support when it is needed, challenge harmful stereotypes or misconceptions and to celebrate the many advantages diverse minds can bring to the organisation.

Our Affinity Networks



PARENTS AND CARERS

The parents and carers group aims to create a community of people to support each other to navigate through the different stages of life, whether as a parent of young children, teens or adults, or as a carer for family members, young or old.



PRIDE

Our aim is to build an environment that's safe and inclusive of lesbian, gay, bi and trans people and their allies. The group takes part in Pride across the UK and hosts online social and learning events.



WOMEN@AMEY

The W@A network promote gender inclusion in our business through attracting, developing and supporting women at Amey through all stages of their career. The groups purpose is to listen and provide a voice to all women across Amey advocating for their needs, and providing practical support and resources to enable their success.



More information

› Our Policy and Reporting

Code of practice and policies

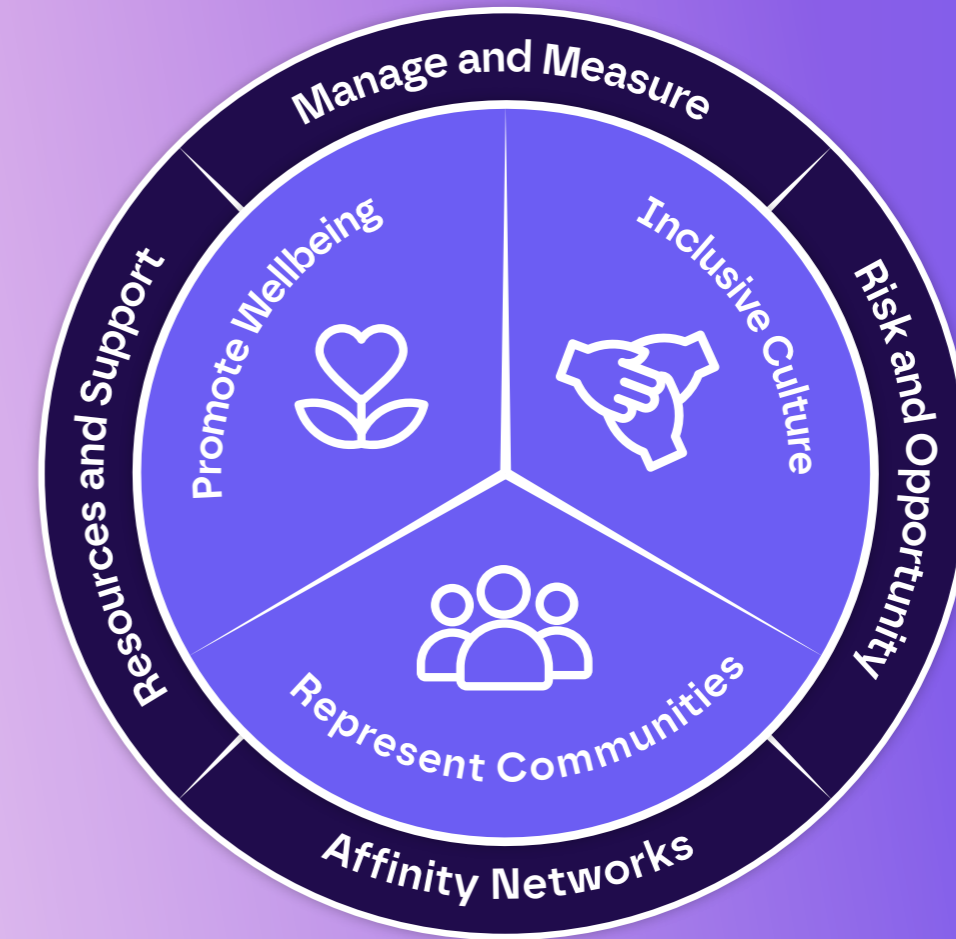
Reports statements and certificates

› Our Policies and Guidance

HR Policies

HR Guidance for Managers

amey.co.uk



About Amey

Amey is a leading provider of full life-cycle engineering, operations and decarbonisation solutions for transport infrastructure and complex facilities.

Infrastructure is the lifeblood of our country. It connects our communities, drives our economy, and improves the lives of millions. People just expect it to work. But rising costs, extreme weather, and the challenges posed by the energy transition are making it more complex than ever.

We understand the pressures that governments face because, for the past 100 years, we've tackled them together. In the last decade, we've developed a world-leading, in-house data and analytics capability to advise on emerging challenges. Now we're blending our analytical and operational expertise to rise to the toughest challenges of our time, from decarbonisation to more resilient transport.

Our capabilities are ever-evolving, but our mission is the same as it's always been: enhancing life and protecting our shared future.