

Equality and Diversity Policy

Statement of Principles

Spie fondations UK Ltd is committed to equality and valuing diversity within its workforce. Our goal is to ensure that these commitments, are embedded in our day-to-day working practices with all our clients, colleagues, subcontractors and suppliers.

As a minimum we will comply with the relevant legislative requirements including the:

Equality Act

Race Relations Act

Sex Discrimination Act

Disability Discrimination Act

Human Rights Act

We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, pregnancy or maternity, marital status, sexual orientation, race, ethnicity, skin colour, nationality, religion, age, disability, trade union activity or political beliefs – or any other grounds.

We will demonstrate our commitment by:

- promoting equality of opportunity and diversity within our workforce, and to our clients and supply chain
- treating all our workforce, clients and supply chain, fairly and with respect
- promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- recognising and valuing the differences and individual contribution that people make
- aiming to build a diverse workforce by encouraging recruitment from groups currently under-represented within the Company
- ensuring all our procedures and policies comply with the legislative requirements and best practice, and providing our employees with appropriate training and guidance

Every person working for the Company has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone, including members of the public, colleagues, clients, subcontractors and suppliers. Inappropriate behaviour is not acceptable.

Cergy-Pontoise, November 2016



Jean-Charles ANDREOLI
Managing Director