

RESPECT AND BELONGING FOR ALL STATEMENT

1. Our Commitment and Vision

At Sir Robert McAlpine Ltd, we believe a high-performing business is built when everyone belongs, is respected and can contribute their unique perspectives. We commit to a culture that treats everyone fairly and equally, whether from majority or minority groups, and ensures people can thrive across all stages of employment and in all working environments.

2. Scope

This applies to all SRM employees and to our treatment of prospective employees, visitors, and clients. It covers every aspect of employment and engagement, including recruitment, onboarding, performance and career development, reward and benefits, flexible working, health and safety, conduct, grievance/disciplinary, and departure.

3. How We Deliver

Our approach is organised around three pillars. Initiatives that support the policy are guided and informed by these foundational pillars and fed into the Employee Network for prioritisation, sponsorship, and delivery:

a) Diversity of Thought

We seek a broad mix of experiences, skills, backgrounds, and perspectives to fuel creativity and problem-solving. We reduce barriers in recruitment and progression, enable flexible careers, and design inclusive processes and environments.

b) Respect

Our culture is built on professionalism, courtesy, and honourable conduct. We call out unacceptable behaviours and language; we train our people to recognise, prevent, and address harassment; and we hold everyone accountable.

c) Belonging

Through our Family values we nurture psychological safety so everyone can speak up, contribute, and grow. We build teams through leadership and connections, celebrating successes of everyone, and create equitable access to opportunities and support. We are committed to creating offices and sites where everyone can thrive.

4. Our Shared Commitment / SRM Respect and Belonging for All Statement

What SRM Commits to :

- Champion inclusive leadership and visibly support our priorities.
- Provide the backing, governance and accountability needed to deliver.
- Act on unfairness, discrimination and unacceptable behaviour.
- Be open about diversity, progression and outcomes.
- Promote our approach with clients and supply chain partners.
- Keep respect and belonging at the heart of decisions, behaviour and communication

What we ask of our people

- Treat each other, partners and clients with dignity and respect.
- Speak up through the right channels when something is not right.
- Take part in learning, keep data up to date and support our networks and communities.
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Disability Inclusion and Adjustments

SRM is committed to disability inclusion, including neurodiversity and long-term health conditions. We will proactively identify and remove barriers across recruitment, workplaces, and digital systems, and provide reasonable adjustments so disabled colleagues and applicants are not placed at a substantial disadvantage.

Examples include: accessible site facilities; assistive technology; alternative formats; adjusted duties or hours where appropriate; modified processes (e.g., absence procedures); and remote or hybrid options where feasible. We will engage with individuals to agree adjustments swiftly and review their effectiveness.

5. Respectful Conduct and Harassment

Harassment, including sexual harassment, is unacceptable.

Any behaviour that disrespects others, compromises dignity or creates an intimidating or unsafe environment will not be tolerated. This standard reflects who we are as an organisation and the values we expect everyone to live by. Any concern raised will be taken seriously, with swift, decisive action and handled with care and confidentiality.

In line with the law and current guidance, we take active, preventative steps to create an environment where people can work with confidence, pride and trust. This includes identifying and managing risks, setting clear expectations of behaviour, offering effective ways to raise concerns, and regularly reviewing how well our arrangements are working.

6. Flexible Working and Carer Support

SRM recognises that flexible working and support for caring responsibilities can help colleagues balance work with life outside of work. Where possible, we seek to support flexible working arrangements in a fair and consistent way, taking account of individual circumstances, role requirements and business needs.

Flexible working and carers' leave are considered in line with the principles and criteria set out in our Agile and Flexible Working Policy and Family Leave Policy.

7. Supply Chain

Our supply chain partners are integral to delivering inclusion. We expect our supply chain to align with SRM's standards and to consider the needs of all sections of the community when providing services on our behalf. We will set clear expectations in procurement, provide training where appropriate, and monitor performance.

8. Support Communities and Employee Network

As part of our commitment to equity, respect and belonging, SRM has established Support Communities to ensure every colleague has access to support and a space to be heard. These are open, inclusive communities that bring together people with lived experience, allies and subject-matter experts to build connection and shared understanding.

Support Communities help colleagues navigate and access the range of support, tools and resources available through SRM Online. They are intentionally flexible and colleague-led, enabling people to form communities and shape support in ways that reflect individual needs.

These are far-reaching, open communities that connect people with lived experience, allies, and subject matter experts. Support Communities signpost all SRM support tools and resources available on SRM Online. There are no boundaries to support communities; people can create communities of support and organise the support that best suits individuals.