

Fairness, Inclusion, & Respect Charter

GRAHAM

"When we respect each other great things happen"

We are committed to being an employer of choice where everyone is recognised as an individual and where the richness of a diverse workforce is embraced to maximise business performance and to **deliver lasting impact**.

The principles of **Fairness, Inclusion and Respect (FIR)** help create a positive team culture, a safer and healthier workplace, more innovation through diversity of ideas and a more productive workplace - everything thrives when we feel valued.

To achieve this, we will:

- Celebrate the richness and diversity of GRAHAM people.
- Promote and champion fairness, inclusion and access for all.
- Treat everyone with dignity.
- Have a clear governance structure to manage FIR, encompassing Executive Leadership Manager training, collaboration with communities and clients, dedicated FIR Champions, training for all employees and role modelling with our supply chain.
- Support our employees from all backgrounds and meet their individual needs.
- Create a workforce that is reflective of society and in which people feel accepted and valued.
- Take positive steps to reach out to those disadvantaged groups and individuals who find it difficult to access the industry.
- Accept that people are different and have the right to express who they are without fear of negative attitudes.
- Show zero tolerance towards bullying, harassment and inappropriate language and behaviours and encourage the reporting of all cases of unlawful discrimination.
- Engage, listen and respond with all clients and communities when planning our services.
- Deliver our services in a way that reflects the diverse needs of the clients and communities we serve.
- Be ambitious about our FIR goals, set out in an annual plan and regularly measure progress.



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