# Diversity, equity and inclusion

# Recent progress

We are committed to being a diverse and inclusive place to work and continue to build on our culture where everyone at Keller has equal opportunity to thrive.

## Conscious leadership

As part of global safety week, delivered suicide awareness and prevention training to extended leadership team with toolbox talks.

Keller Australia leadership team undertook sexual harassment in the workplace training with the aim of rolling out across broader business to include domestic family violence.

Delivered LGBTQ+ training to North American leadership team.

Cascaded 'Our Foundations of Wellbeing' leadership training to broader European workforce.



## Listen

Keller Women in Construction:

AMEA established a mentorship programme with relevant guides and resources to navigate the mentoring relationships and to set goals and markers for the yearlong programme.

North America have focused on four key initiatives during the year including: promoting professional development (both internally and industry-wide), creating an internal women's network to enhance corporate culture, supporting efforts to increase the recruitment and retention of women and engaging with the local community through outreach efforts.

Europe launched and promoted a new intranet site to connect colleagues and provide them with opportunities to collaborate across the division. The committee also continued to raise the profile of KWIC at various divisional events and spotlight inspirational female colleagues.

## **Empower**

Developed an Inclusive Site Culture standard with related guidance to address specific gender inequities on site. This global minimum standard has been embedded into the HSEQ assurance plan to ensure collective improvement across Keller over time.

Awarded sponsorship to nominees in North America and AMEA as part of the Pitcairn Geotechnical Leaders' Scholarship programme aimed at investing in the next generation of geotechnical leaders with the aim of supporting individuals from underrepresented minority groups.

As part of Inspiring Women in Construction and Engineering, our Group Head of Talent and Diversity joined a mentoring programme with Construction News & New Civil Engineer to support women entering the field of engineering.

## Partner

North America actively focused on sponsorship and partnerships such as:

- Sponsorship for Women in Deep Foundations Institute Events.
- Ambassador sponsorship for Construction Inclusion Week.
- Partnership with Revolution
  Workshop who support the
  pipeline of entry-level field
  staff from underrepresented
  backgrounds. The
  organisation provides
  construction workforce
  development opportunities
  through a 12 week-pre apprentice programme
  for unemployed or
  underemployed people.
- Partnered with Bridges to Prosperity to raise funds for the work they undertake in isolated communities which create access to essential health care, education and economic opportunities.
- Engaged with Girls in the Game interviews to support underprivileged high school women with mock interviews and to share experiences in the professional world.

## Evolve

Established a Global PPE project team with divisional representation to ensure all colleagues have access to inclusive PPE. Externally we have engaged with manufacturers and providers, and together with an external peer network, we are influencing change in the industry under the #PPErevolution.

Enhancing site culture to encourage and promote psychological safety, inclusion, and respect and to prevent harmful behaviours such as bullying, harassment and discrimination. To be addressed through raising awareness through a communication campaign, leadership training and weaving into site orientations and onboarding programmes.

Established a Global Talent Task Force to identify and address challenges on attracting and retaining talent with an initial focus on our emerging workforce (including engineering graduates and apprentices).

### Celebrate

Keller Singapore received the prestigious Workplace Safety & Health (WSH) Culture of Acceptance, Respect and Empathy (CARE) Award by the WSH Council and Ministry of Manpower. The award recognises companies with exemplary safety and wellbeing initiatives and highlights them as the employer of choice.

We continued to celebrate some of the key events, observances and causes important to many of us across the Keller world including Lunar New Year, International Women's Day, Ramadan, Eid ul-Fitr, Earth Day, Pride month, Global Day of Parents, International Women in Engineering Day, Eid ul-Adha, World Suicide Prevention Day and Rosh Hashanah to name a few.

## **Our Inclusion Commitments**

Our Inclusion Commitments bring together what we are doing to ensure a diverse, equitable and inclusive workplace at Keller



### Conscious leadership

Improve accountability through inclusive and conscious leadership



#### Evolve

Continue to evolve as the employer of choice in our industry



#### Listen

Continue to evolve as the employer of choice in our industry



#### Partner

Partner with 'like-minded' organisations through inclusivity



#### **Empower**

Empower and invest in our workforce



#### Celebrate

Celebrate our differences and all that unites us





