Diversity, equity and inclusion

Recent progress

Conscious leadership

Launched Engineering respect for a safer tomorrow, a global programme focused on creating a psychologically safe, respectful and inclusive workplace for everyone.

Introduced a global Respect in the workplace standard setting, out a zero-tolerance stance on harmful behaviours, including bullying, harassment and discrimination.

Continued to monitor progress against our Inclusive Site Culture standard, which predominantly focuses on providing inclusive PPE, considering religious and cultural needs, and enhancing welfare facilities.

Keller India launched a Male Allyship Award program to recognise Senior Leadership members who have rolemodelled support for gender equality and equity in the workplace.

The NA DEI Committee facilitated a breakout session at the Project Managers conference, which focused on 'Psychological safety and Creating a More Inclusive Work Environment'. Listen

KWIC-global brings together women and allies across the organisation to promote inclusiveness, foster a supportive environment and boost career development. During 2024:

- kwic-eme hosted several webinars, contributed to improving the accessibility of women's PPE, and held their first in-person event. They have focused on outreach programmes and raising the visibility of women across the EME region through the Connections newsletter and social media.
- KWIC-APAC launched a mentoring programme and continues to offer support, guidance and regular check-ins to participants.

KWIC-NA expanded its internal

network and supported women by hosting virtual and in-person events, benefiting wellbeing and professional development. Engagement activities and surveys undertaken by the Committee provided valuable feedback on improvement areas at Keller. The Committee remains closely aligned with management and HR teams to enhance recruitment and retention efforts, strongly focused on community outreach, including volunteering at STEM festivals and local schools.

Empower

Keller UK maintained their status as a Disability Confident Employer, a government initiative encouraging employers to recruit and retain disabled people and those with health conditions.

As part of Global Day of Parents, we raised awareness to support parents of children with additional needs, sharing personal stories and incorporating parent suggestions into guidance to support parents, managers and HR teams.

Keller India launched a geotechnical scholarship empowering 15 students on their journey through postgraduate studies; a scholarship to support 36 students from underprivileged families with their school and college education; and week-long internships at their Yard based in Madhavaram.

EME engaged with employees through surveys and exit and stay interviews to understand the workforce's priorities. The results were shared with management teams, followed by targeted action plans.

NEE launched a mental health awareness programme, while CE expanded wellbeing benefits, which were well received. Partner

Partnered with Neurodiversity in Business ('NiB'), an industry forum to help ensure greater workplace inclusion of the neurodivergent community.

Partnered with BuildOUT California, an organisation that advocates, connects and empowers members of the LGBTQIA+ community in the design and construction industry.

Keller India transformed The Ponka Gaon girls' school in Assam by upgrading facilities and sanitation and adding solar panels and a playground, earning positive feedback from customers. They also renovated classrooms at a girls' school in Chennai, benefiting over 1,000 students, and launched the "Wheeling for Education" initiative in Noida, providing bicycles and improved wash facilities for 967 girls.

Evolve

Female representation in North America has increased in all areas, thanks to KWIC's efforts and improved recruitment strategies using new technology, with the NA DEI Committee enhancing DEI awareness at recruitment fairs.

Keller Australia enhanced superannuation payments to cover up to 12 months of unpaid leave, ensuring women aren't disadvantaged in pension contributions during maternity leave.

The global talent task force revamped Keller's website careers section to enhance the employer brand and improve candidate experience, aiming to attract and engage diverse candidates.

EME strengthened its employer brand to attract diverse talent to address an ageing workforce and the industry's skills shortage. They also continue to maintain a strong presence in schools and universities and engage with the emerging workforce.

A pilot programme to reduce recruitment bias has been launched in France, with plans for broader implementation.

Celebrate

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.

Keller India received the CSR Excellence Award from the World Safety Organisation for impactful initiatives, including its people sustainability efforts with NGO Bhumi.

Keller Malaysia was awarded first runner-up for the "MyFutureJobs Award" by SOCSO in the Sustainability category, recognising its efforts in eco-friendly practices and a human-centric growth model across various areas, including environmental, social, and governance criteria.

Throughout 2024, we recognised and celebrated international days that are meaningful to our workforce, including International Women's Day, Lunar New Year, Ramadan, Pride Month, Global Day of Parents, International Women in Engineering Day and World Suicide Prevention Day.

EME promoted inclusion through events like the Keller Cup, multicultural lunches, and community projects such as tree planting.

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



