

Diversity & Inclusion



Wood celebrates that we are a diverse workforce. Differences such as life experiences, gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability, age, and upbringing make us all unique from one another and underpin our diverse workforce. This uniqueness enables us to offer different skills, ideas, approaches and expertise to the business and our customers. We believe that by embracing this diversity and the richness of contribution all our people can give, everyone working for Wood has the opportunity to reach their maximum potential.

To support this Wood strives to create an inclusive environment where our people are involved, respected, connected, encouraged, cared for and welcomed. We want every unique person working for Wood to feel they have a valued contribution to make to the success of the business. Creating an inclusive workplace is implicit in our values and behaviours.

Purpose:

This policy sets out how Wood aims to ensure we create a great working environment through diversity and inclusion in our business.

Scope:

This Policy applies to all Wood people (and potential people) across our global organisation and is reviewed annually.

Policy Requirements:

We will create a diverse and inclusive working environment because:

-) We create an environment in which people feel involved, respected, valued, trusted, connected, and empowered. All of our people have opportunities for growth and development.
-) We create relationships of mutual trust and respect.
-) We respect and celebrate the variety of local cultures, people and ideas in Wood.

-) We support our people to be themselves and bring their ideas, backgrounds, values, and perspectives to the team, to our customers and to the business.
-) We leverage our differences to achieve better business results.
-) Our workforce will reflect our customer base and the communities in which we work.
-) We are proud to work for Wood.

Name Sue MacDonald

Position Executive President, People & Organisation

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