



DIVERSITY & INCLUSION POLICY

Our Commitment

We are committed to being an equal opportunities employer, and fostering an inclusive workplace environment, where all individuals are respected & supported.

D&I Ethos

We believe that teams made up of people from a diverse range of demographics encourages lateral thinking. A diverse team is a happy & productive team – where individuals are able to present their authentic self in the workplace, without fear of prejudice or judgement. We embrace our current and future team members differences, opposing all forms of discrimination relating to (but not limited to):

- Race & Ethnicity
- Age
- Gender
- Disability & Impairment
- Religion
- Sexual Orientation
- Familial Responsibility



Our Policy

Our company mission is to provide efficient and sustainable design solutions, using advanced technology, with a positive & collaborative approach as standard.

The positive and collaborative approach we take, not only applies to our relationships with our external stakeholders, but also internally, including all team members, from junior to senior staff.

We take full responsibility for providing a workplace that actively promotes diversity and inclusion best practice in the following ways:

- Creating a culture of acceptance and tolerance of differences
- Zero tolerance regarding bullying, harassment, or discrimination of any kind.
- Providing 'safe space' – where individuals can discuss possible concerns.
- Openly celebrating diversity in wider society by supporting recognized D&I initiatives.

- The opportunity to work flexibly to accommodate varying circumstances.
- An assigned D&I Lead and inclusive Committee - open to all to join.
- Support & ambassadorship at Diversity in Construction – an annual D&I focused event held at Olympia – London.
- Providing fair career progression opportunities to all based on ability and output.
- Using data to actively identify opportunities to further expand upon the diversity of our teams, at junior and senior level.

We stand on values of integrity, fairness, and transparency – with these values embedded in our organizational culture, we strive to go above and beyond what is simply required - ensuring we are a truly diverse team.





D&I at Walsh – In practice

Our D&I Committee are responsible for reviewing the effectiveness of our policies and practices regarding diversity, representation & equal opportunities in the working environment.

Our committee consists of individuals that represent and/or seek to advocate for the diverse demographics represented in our society. The committee meets regularly to discuss related issues, and plans for training around D&I, as well as identifying opportunities to ensure our team remain diverse in nature.

Externally, we also make our commitment to diversity and inclusion within society known, by ensuring these values are applied throughout our working processes in collaboration with design teams consisting of individuals from various organisations.

We realize that as engineers, we have been entrusted by society with the responsibility to solve problems, and create solutions for often complex construction issues – the impact of which will be felt for generations. For this reason, we require the consultants, organisations and individuals we work with to also be thoroughly committed to demonstrable D&I best practice, internally, as well as being shown through the designs of schemes at all times.

