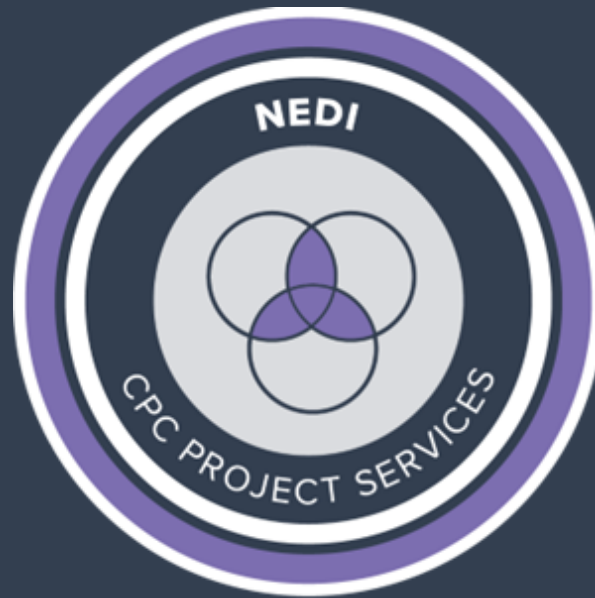


equality, diversity & inclusion



00	forward
01	what does it all mean?
02	our diversity & inclusion statement
03	our diversity & inclusion strategy
04	celebrating progress
05	what we heard
06	cpc vs industry
07	targets
08	our actions
09	our actions & measures
10	nedi at cpc
11	nedi commitment charter

table of contents



steve mole

Managing Partner

CPC continues to provide service excellence to its clients within the consultancy market and strives to achieve its vision to be recognised as the best project, programme and cost management consultancy in the UK.

We are driven and committed to delivering projects that are making a difference to the way people live and work.

By creating a more diverse and inclusive CPC, we can create stronger, more productive relationships between our people and our clients.



siobhán delany

HR Partner

At CPC we welcome everyone who shares our Company values, which are at the heart of who we are and how we operate.

Our Company is built upon these values, but to be truly diverse and inclusive, we need to support everyone to bring their whole self to work.

Building on our current achievements and future commitments we continue to move in the right direction with the support of our people.

We want CPC to be a great place to work and an employer of choice.



nicholas lloyd

Partner & EDI Board Champion

Our ambition is to be a Company that champions diversity and inclusivity in every sector we work in.

This outline strategy communicates our plan to become a place where people can realise their full potential and where different ideas are valued and celebrated.

foreward

01 what does it all mean?



equality

Equality means ensuring that every individual has an equal opportunity to make the most of their lives and talents. Equality means making sure that all people are given equal access to opportunities.

diversity

Diversity and inclusion are two interrelated concepts, yet they are far from interchangeable. Diversity recognises people's differences and acknowledges the benefit of having different perspectives.

inclusion

Inclusion values people's differences and creates a working environment where our employees feel they belong without having to conform irrespective of their identity, which in turn enables them to thrive at work.



02 our diversity & inclusion statement

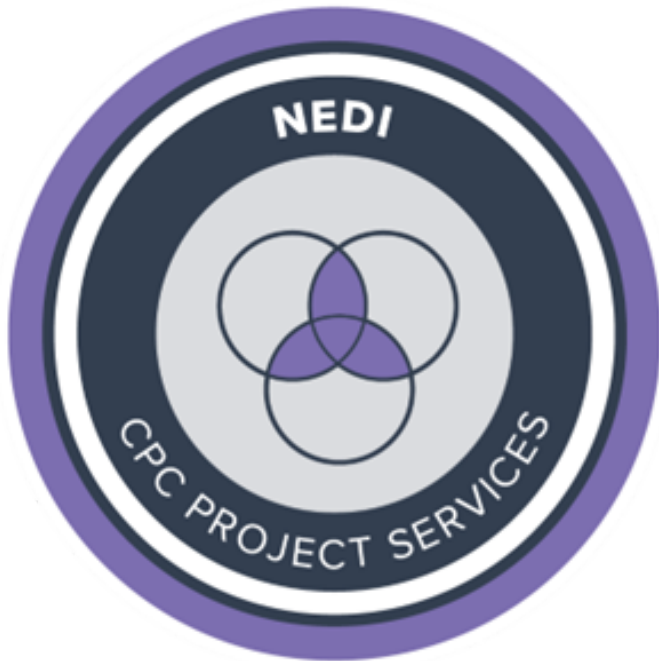
We recognise and value the diversity of our people and are committed to developing working practices which will allow every employee to contribute their best, regardless of race, sex, marital status, religion or belief, age, disability, sexual orientation, gender reassignment or any other irrelevant factor.

Our company values are at the heart what we do, how we perform and how we deliver an exceptional service for our clients.

CPC Project Services (CPC) welcomes anyone who shares our values and drive to create a diverse and inclusive workplace and has a zero tolerance approach to discrimination.

The industries we operate in still face challenges in attracting and retaining diverse talent. It is our duty to all work together to make positive change.

03 our diversity & inclusion strategy



Over the last year, we have made some small adjustments and improvements within CPC in order to promote awareness and create a more inclusive workplace. Over the next 12 months we will introduce new commitments to ensure we continue to make progress and realise our goal of being a company where people can be their best self.

Building on current achievements and committing to future targets, we are moving in the right direction, but we know there is still much more work to be done.

Creating a truly diverse and inclusive workforce isn't just the right thing to do, it's key to creating stronger relationships between colleagues and clients, generating new ideas and innovating, and building a happier place to work.

04 celebrating progress



Disability Confident

CPC is a Disability Confident employer, committed to creating an inclusive and accessible workplace. We aim to improve how we recruit, retain and support disabled people, ensuring everyone can thrive in the workplace.



Business in the Community Race at Work Charter

CPC have renewed its pledge to BITC Race at Work Charter an initiative designed for businesses to collectively commit to improving equal opportunities for Black, Asian, Mixed Race and ethnically diverse employees in the UK.



Women in Rail

We are members of the Women in Rail EDI Charter. We were one of the first SME's to sign up to this back in 2020.
<https://cpcprojectservices.com/?s=Edi+charter>



Inspiring Women in Construction & Engineering Pledge

CPC have signed up to the WIC pledge and have committed to creating an environment that supports and promotes equal opportunities at CPC and within the industry.



Inclusive Employers

CPC is a member of Inclusive Employers. This membership allows CPC to access various resources, events and inclusion benchmarking tools to support its EDI journey.



awareness days





Embark on a Multi-Sensory journey with SENSAS

What is SENSAS: SENSAS is an exhibition which focuses on heightening our senses, part of the exhibition will be in complete darkness. It will involve 2 hours of interactive group activities/challenges.

Where: SENSAS is situated in Vauxhall, London

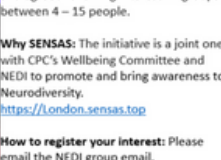
When: The exhibition runs everyday from 9am to 11pm. Dates to be arranged and agreed following interest. In groups between 4 – 15 people.

Why SENSAS: The initiative is a joint one with CPC's Wellbeing Committee and NEDI to promote and bring awareness to Neurodiversity.
<https://London.sensas.top>

How to register your interest: Please email the NEDI group email.







05 what we heard

Staff Satisfaction survey 2024

In our Staff satisfaction survey 2024, we asked staff for feedback on how diverse CPC is and how we could make CPC a better place to work.

94% of staff feel that CPC values diversity and inclusion

Other Improvements needed:

- Increase number of diverse people in senior roles
- Lack of diversity at top level
- Review events
- Cultural workshops

staff said....

96% of staff feel their line manager provides an opportunity for them to raise any issues or concerns, business related or otherwise.

"I feel comfortable talking about my background and cultural experiences with management"



we said....

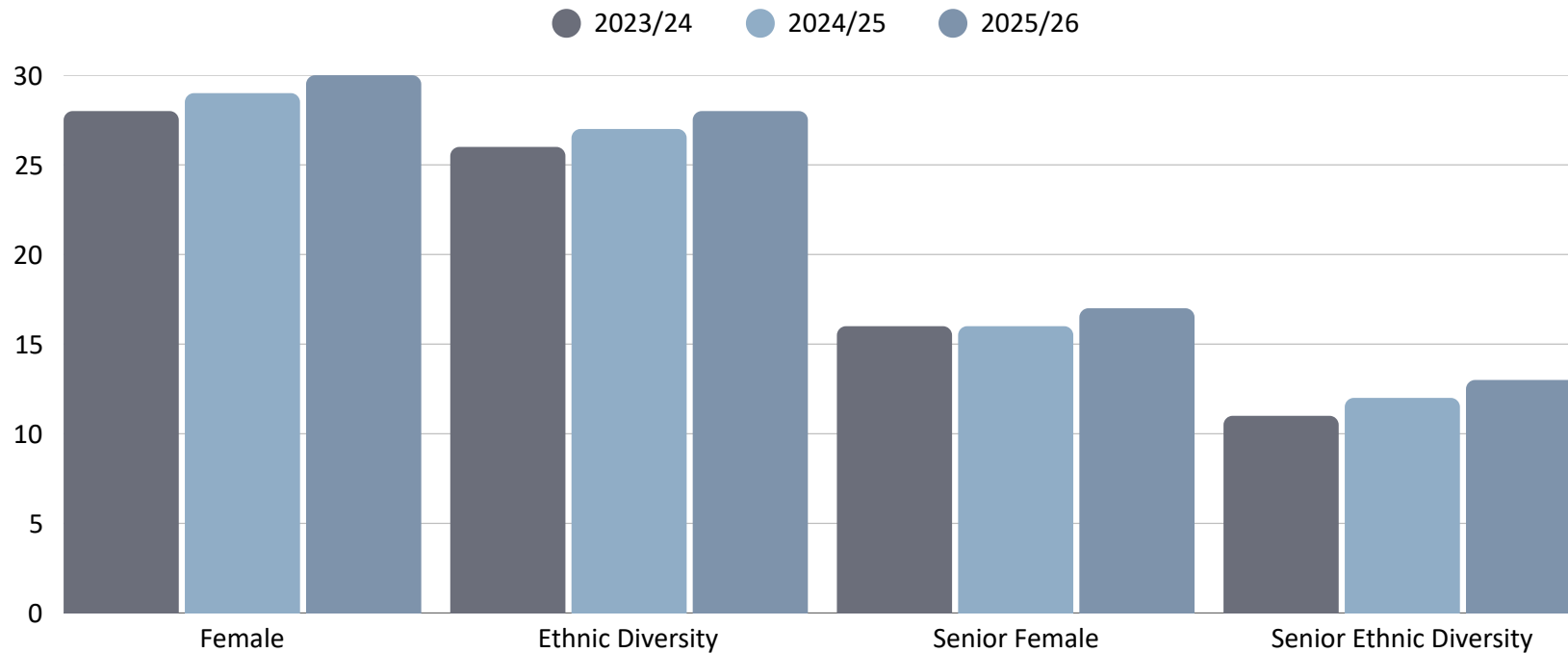
We must build on current achievements and future commitments, using evidence based data and people's experiences to foster a more inclusive CPC.

06 cpc vs industry

	Total Female	Total Ethnic Diversity	Total LGBTQ+	Total Less Abled
CPC	26%	26%	5%	8%
UK Construction	15.8%	4.3%	0.8%	Not Known
UK Rail	16.3%	11%	6%	Not Known



07 targets



overall targets

- 30% - **Female** target by August 2025
- 28% - **Ethnic Diversity** target by August 2025

Stats 2023/24

- 8% - Disability
- 5% - LGBTQ+

senior level targets

Due to our lack of diversity in senior roles, this is a particular area of focus for us over the next few years.

- 17% - **Female** 'senior position' target by August 2025 (SPM>)
- 13% - **Ethnic Diversity** 'senior position' target by August 2025 (SPM>)

We aim to build an inclusive working environment where everyone feels valued, supported and empowered to thrive.

08 actions & measures 2025-2028



leadership

- Senior leaders will be accountable for building diverse teams. Progress will be monitored at monthly at the Partner’s Board.
- Training every 3 years on EDI, which promotes both inclusivity and providing a successful and inclusive culture will be rolled out.
- All will receive training on EDI including unconscious bias.
- Partner participation in annual awareness days and celebratory events.

operational

- Conduct a business wide review and analysis of our policies, procedures, tools and systems for bias or potential bias. If bias or potential bias is found, all outputs will be reviewed, with a clear action plan and timeline for improvement to eliminate bias will be agreed with the Board.
- Holding and delivering inclusive company events and initiatives respectively.

targets

- Adopting targets that are ambitions and regularly reviewing and reporting on them at the Partner’s Board.
- To improve all diversity within CPC, gender, LGBTQ+ community, minority backgrounds, and in particular diversity in senior roles. (see Targets for measures).
- To measure our gender and ethnicity pay gap in line with legislation.
- Review and measure the number of employees identifying as less abled to create awareness and aid improvements within CPC.
- Review and measure the number of employees with neurodiverse conditions to create awareness and aid improvements within CPC.



09 actions & measures 2025-2028



people & employee networks

- Promoting our profession in education and providing opportunity for a wider range of diverse people to gain work experience through offering industry placements at CPC .
- Sharing stories and holding awareness days to create an environment that attracts and retains diverse talent.
- Developing people and behaviours through training and EDI initiatives to become an employer of choice.
- Establishing employee networks within CPC that provide a platform for members to influence our business and a forums that creates an inclusive and supportive place to work.
- Running flash surveys annually to get keep abreast of the views of our people and maintain relevant statistics to enable monitoring of our progress.

supply chain / strategic partners

- Alignment with external networks and support groups that will support our inclusive aims.
- Working with wider industry to help create a more accepting industry of different cultures & backgrounds.

Committed
Member of
**Inclusive
Employers**





edi network

NEDI (Network for Equality, Diversity and Inclusion) aims to bring a range of CPC colleagues together with the ambition of promoting awareness to the challenges that people face in varying backgrounds.

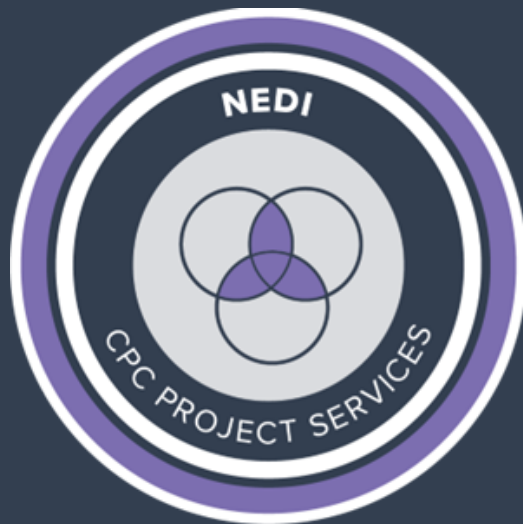
NEDI are helping to address barriers, challenge unconscious bias, and to create a more progressive and Inclusive environment for all. NEDI celebrates our differences through encouraging everyone to be themselves at CPC.

10 nedi at cpc

our inclusion charter

- I commit to giving my time to our group to making CPC an inclusive place to work.
- I commit to spending more time getting to know myself and understanding my culture. It is in understanding myself that I am better positioned to understand others.
- I will acknowledge that I don't know what I don't know, but I will not use what is unconscious as an excuse.
- I will be intentional in exposing myself to difference. If I don't know, I will ask. If I am asked, I will assume positive intent.
- Most importantly, I will accept my responsibility in increasing my own knowledge and understanding.
- I commit to sharing my own experiences and knowledge with the group.
- I commit to speaking up and speaking out, even when I am not directly impacted, for there is no such thing as neutrality in the quest for equity, justice and inclusion.
- I will strive to accept, and not just tolerate; respect, even if I don't agree; and be curious, not judgemental.
- I commit to pausing and listening. I will be empathetic to the experiences and perspectives of others.
- I will use my privilege positively and get comfortable with my own discomfort.
- I commit to being discreet and sensitive to others feelings and ideas within our group.
- I commit to knowing, getting, and doing better than I did yesterday – keeping in mind my commitment to live inclusively is a journey, not a destination.





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