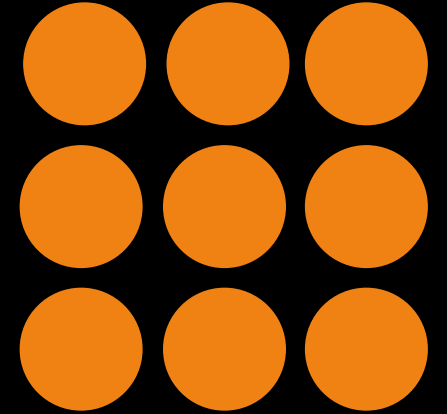
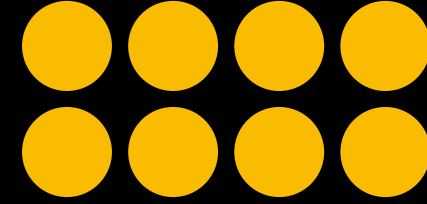


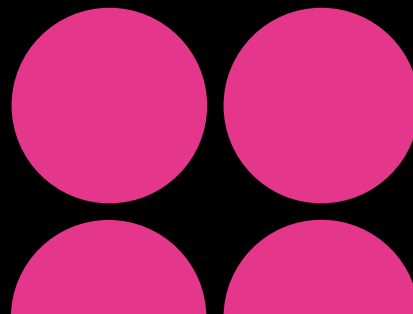
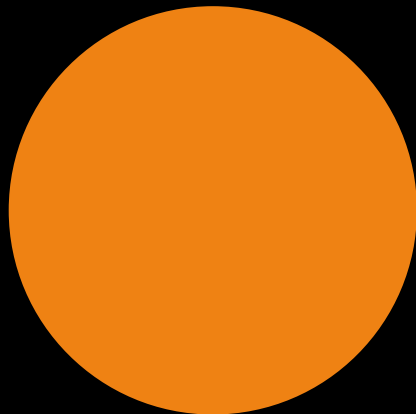
Our equality, diversity and inclusion strategy 2023-2026



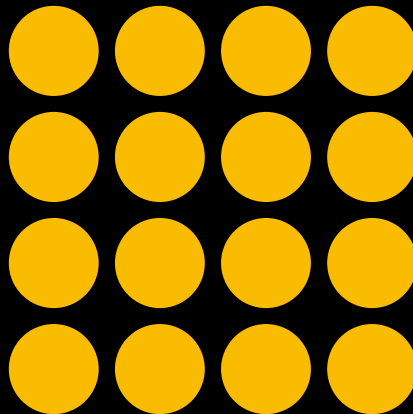
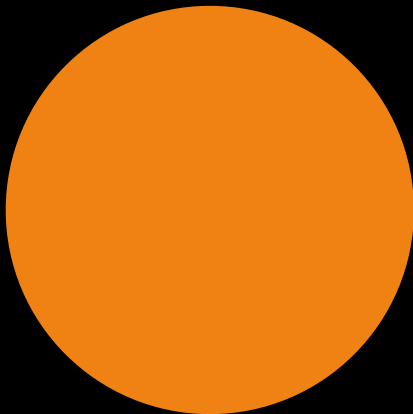
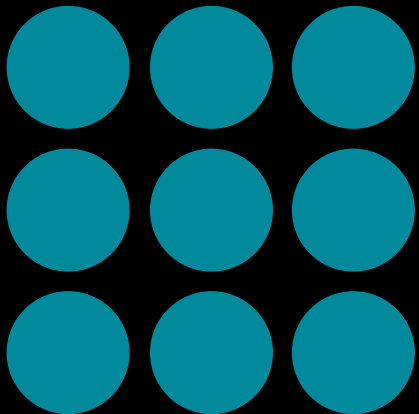
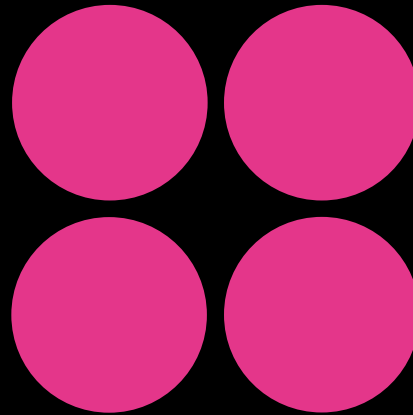
REDEFINING
INCLUSION
TOGETHER



macegroup.com



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FOREWORD

Our purpose led strategy has guided us brilliantly over the past few years, and so too have our Mace colleagues.

Our first Diversity & Inclusion strategy was launched in the middle of a global pandemic and #BlackLivesMatter – looking back at what we've done, we can all be proud of the progress we've made since then and how our commitment to inclusion has helped us become a more inclusive business that reflects society.

The Mace Group Executive Board (MEB) and I set ourselves clear measures and used data to inform our decisions and actions. However, it is not just numbers that are transformative. It has been the power of our people sharing their stories that has improved our understanding, and helped develop a culture that embraces diversity and builds greater empathy. No matter how humble or different our beginnings, or where we are located, we can all make a

difference. Most importantly, our people have told us that we are moving in the right direction. In our 2022 employee engagement and wellbeing survey: 80% of our colleagues said we were becoming more inclusive and diverse, and 84% felt that they could be themselves at work.

We have learnt lessons but recognise we haven't always got it right. While we've improved our gender and ethnicity pay gap, and made significant progress in many areas, there is still a great deal of work to be done. Overcoming the challenge of attracting and developing more people from under-represented groups into senior positions requires us to have a clear plan and commitment to make the positive changes we must achieve. And we remain committed to continuing to reduce and rebalance

our inclusion pay gaps and improve the balance of sourcing local talent from our different locations around the world.

We have ambitious plans to grow our business to £3 billion revenue and over 9,000 people based across the globe by 2026. We know that diverse and inclusive organisations outperform ones that are not because they are more open to different perspectives, collaborative, adaptable, creative and innovative. From our own experience we've seen that when people are comfortable and confident to be themselves, they thrive, we thrive and our clients thrive. This is why this principal continues to be at the core of our Equality, Diversity and Inclusion (EDI) strategy – and even more so as we grow globally.

Across the world the debate around inclusion has been polarised. We need to remember that one person's success, does not mean another's failure. The human experience is shared, but we are all different. We are our culture – and how we behave matters, to all of us.

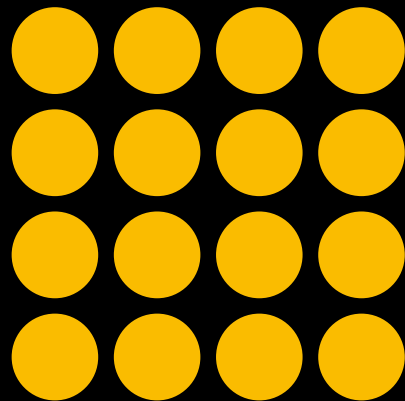
To redefine inclusion we need to be brave, reflective, and relentlessly pursue a better way – and our Board, leaders and people are committed to just that. This strategy is our guide to help us evolve in the direction of our purpose and ambition together. We look forward to the journey ahead.



Mace Group Executive Board (MEB)

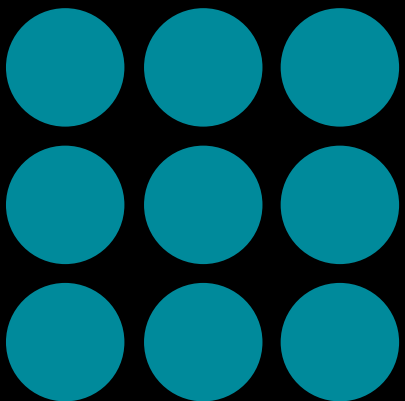
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OUR PURPOSE, PRIORITIES, VALUES AND BEHAVIOURS

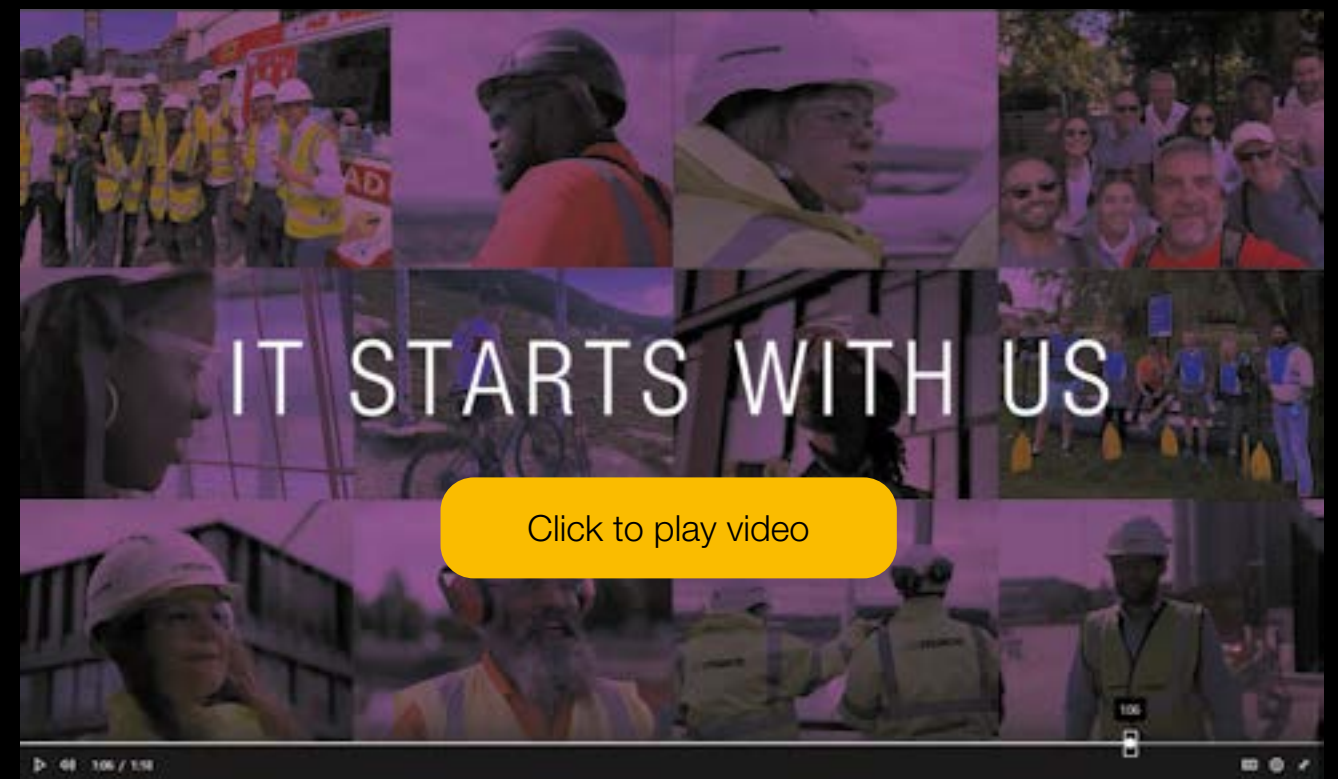
How we behave everyday matters – to ourselves, our colleagues, clients and communities

Our purpose is to redefine the boundaries of ambition. Since day one, we have relentlessly pursued a better way. It is the reason we do it. It's why we exist. It's what drives us forward. It's how we create an enduring legacy in this world.

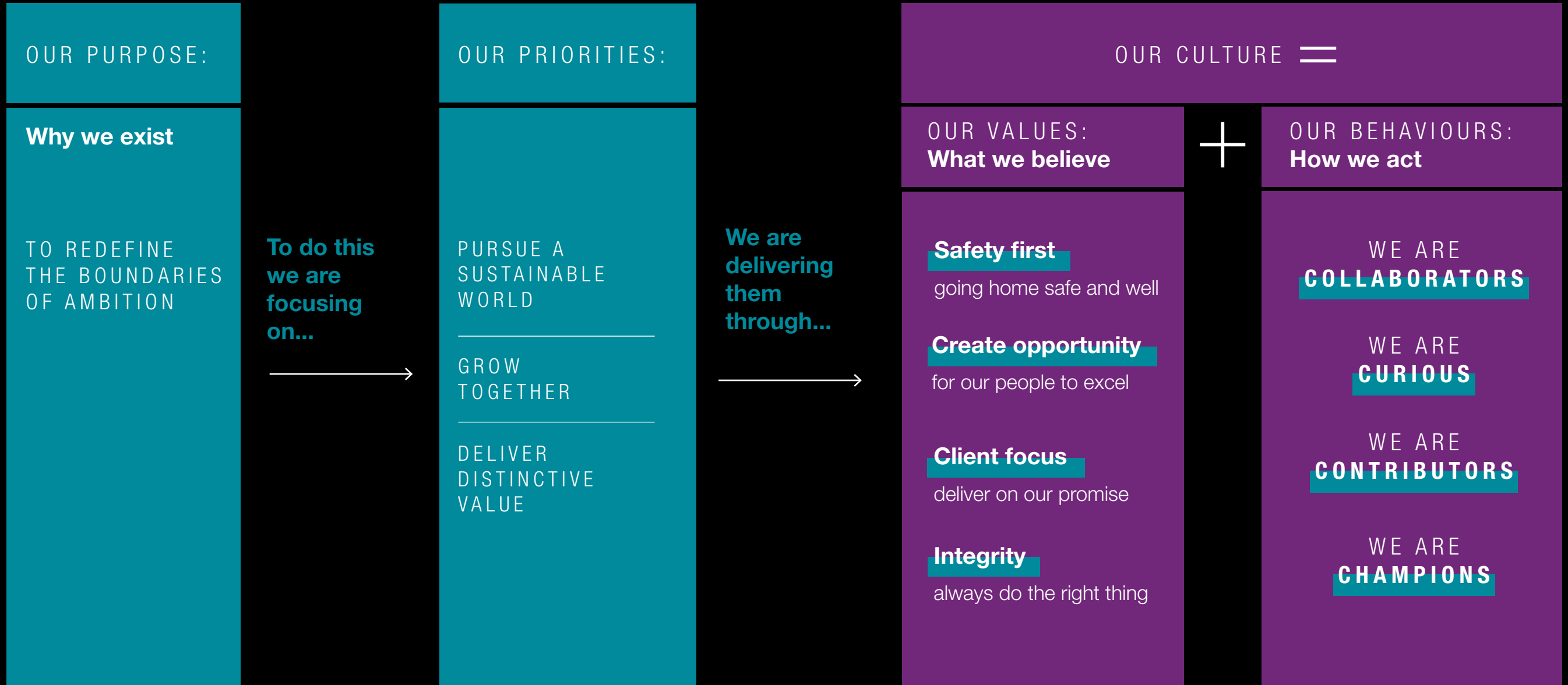
We're living out our purpose through three strategic priorities: Pursue a sustainable world, grow together and deliver distinctive value. Our unwavering focus on these three strategic priorities grounds our purpose in the actions we take every day.



Our culture is what fuels our progress and helps determine our success. It's the combination of what we believe (our values) and how we act (our behaviours). Our values and behaviours are the foundation of our inclusive culture. It's who we are. It's how we deliver in the right way.



OUR PURPOSE, PRIORITIES, VALUES AND BEHAVIOURS





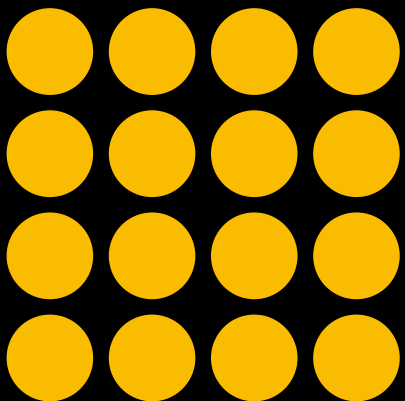
The impact we can have as leaders and managers in driving the inclusivity agenda rests in our ability to build trusted relationships with our teams and make them feel comfortable bringing their whole selves to work. It is up to us to encourage open and honest conversations in the workplace, as that diversity of thought and experience is how we continue to learn. Sharing your opinions and challenging the norm, however, can be scary, and this is where leaders come in. As leaders, it is up to us to ensure our colleagues know that their voice is heard and valued. This how we create a truly inclusive environment.



Jessica Williams

Global Equality, Diversity and Inclusion Lead
UK

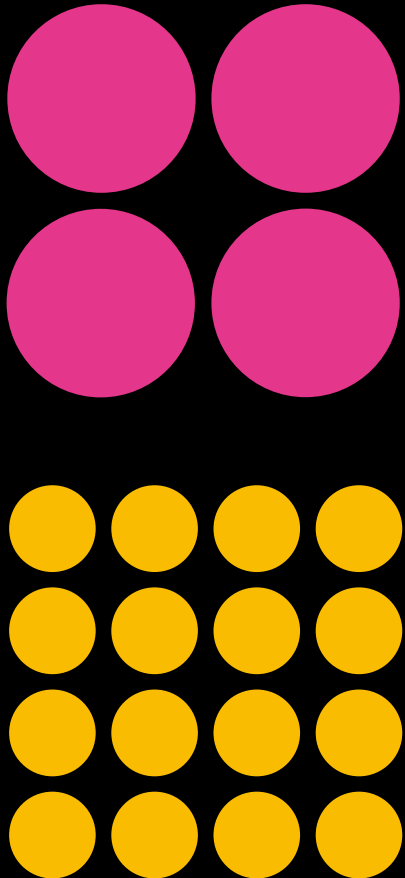
Pronouns: She/Her



2

OUR AMBITION

To be the most inclusive employer in our industry



We want to redefine the boundaries of ambition. And our ambition is to be the most inclusive employer in our industry, redefining inclusion together – continuing to lead the way on building diversity and breaking down barriers for our people, our clients and our communities to thrive.

At Mace we build safe spaces that bring people together – and we want the same for our teams. All our people have a voice, are free to be themselves and can be the best that they can be. Supported by inclusive policies and practices at all stages of their lives and careers.

We celebrate, encourage and empower a diverse and rich culture in our workplace. Our people have equal opportunities to develop, grow and contribute. Leadership are empowered, passionate and engaged in championing an inclusive culture across all corners of the globe and our business.

We will grow together.



What we want our colleagues to feel

- I see others like me, and also a diversity of people and thought
- I feel confident to be myself
- My views and contributions are valued
- I'm supported when times are tough and my success is celebrated
- I am developing, learning and growing every day
- I love working at Mace

OUR AMBITION

How will we get there?

Adaptability

Our strategy isn't about a statement or a silver bullet. It is our continuing commitment to where we aspire to be. We want to create a solid foundation that leaves a lasting legacy – that helps our people and leaders to contribute, adapt and grow as things change.

We are our culture

A shared commitment to build on our culture. Each of us championing change in the workplace. Curious about others and finding a better way, in everything we do.

Collaboration

Everything is on the table for conversation. We will continue to learn. There will be different views and opinions – but through sharing, exploring and respect we can build a truly inclusive culture.

Global and local

One size doesn't fit all. We recognise and celebrate the differences in our regions and engines – and we collectively rise to overcome challenges, share learnings and always respect each other's experiences.



Black history month global campaign



What we want our colleagues to embrace:

- I am our culture – my actions, values and behaviours matter and impact on others
- It is safe to share and constructively challenge
- I am curious about my colleagues
- I am prepared to adapt and to drive change



Pride month in Peru



Pride month installation in London



Parents at Mace | Family friendly policies



I see my role as one focused on connecting people and listening. Active listening lets people know they're safe to speak openly, that their opinions will be welcomed and heard. That is how we as leaders support the EDI agenda. The most impactful leader is one who is willing to engage and show vulnerability.

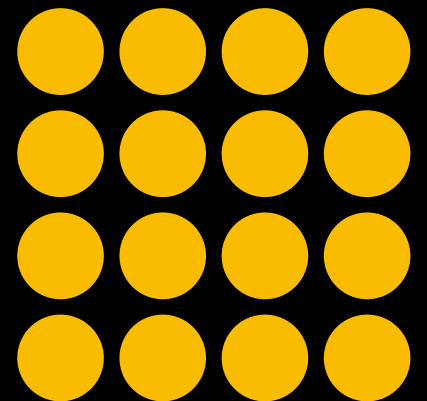
This sets the tone and creates a culture where everyone feels they are not just 'allowed to' but in fact 'encouraged to' engage in open discussion. Only once these behaviours become norms are we able to truly affect meaningful change.



Priya Jain

President of Mace Consult
Americas

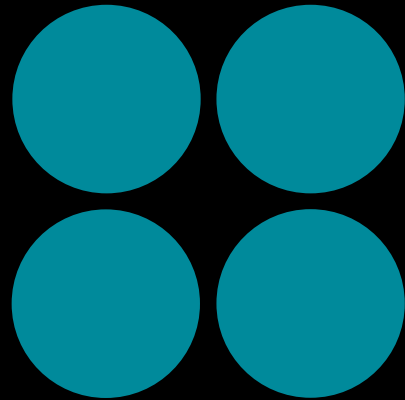
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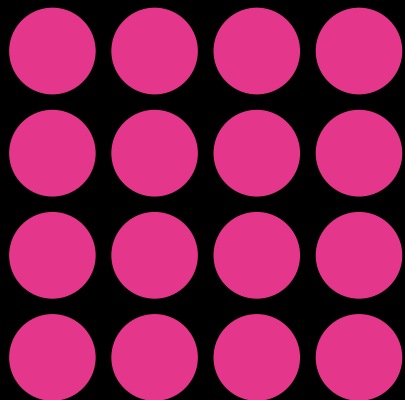
OUR STRATEGIC OBJECTIVES

Our strategic objectives are how we will champion our colleagues and build a lasting foundation for growth



One

Attract, develop and retain talented diverse people



From the first time you look at our website to the last day you work with us, our colleagues are supported, celebrated and empowered.

Two

All colleagues have a voice and are valued

We will create a psychologically safe environment for all our colleagues to be themselves, belong and be able to bring their whole selves to work.

Three

Our leaders champion our inclusive culture and behaviours

Inclusive leaders are the key to changing the way we do things and inspiring others by being collaborators, contributors, champions and curious. We will increase diverse representation at all levels of leadership through active talent and succession planning.

OUR STRATEGIC OBJECTIVES

Attract, develop and retain talented diverse people

From the first time you look at our website to the last day you work with us, our colleagues are supported, celebrated and empowered.

What does this mean in practice?

- We will eradicate bias in recruitment processes – upskilling recruiters and hiring managers and expanding where we recruit people from.
- Support our colleagues by ensuring that all our policies are reviewed through an inclusive lens, so that they are fair.
- There are equal opportunities for career progression and growth.
- Use retention and attrition data to identify and target specific areas of concern and partner with leaders to agree actions to improve, grow and adapt.
- Talent and succession planning will be embedded as part of our Mace corporate governance through regular reviews of our talent pipeline to ensure actions support the delivery of our Inclusion goals.
- Our career and succession plans will reflect diversity in career progression to the most senior level in all functions.
- We encourage mentoring relationships for all our colleagues to grow and develop.
- Encourage alternative working patterns for a range of roles at all levels.



How will we measure success?

Gender

Increase our representation of women to at least 35% of our global workforce across all levels in the organisation. This will be globally aligned and locally applied.

Disability

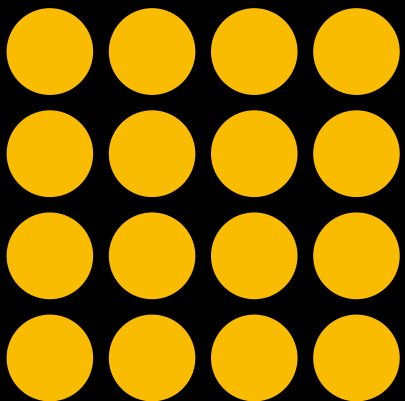
Increase the representation of employees who have a disability to at least 3%.

Ethnicity

Increase the representation of under-represented ethnic colleagues at all levels relevant to the countries we operate in.

LGBTQ+

Increase the representation of employees who identify as LGBTQ+ to at least 3%.



At Mace I have the opportunity to work with inspiring people on iconic projects. I've recently been given the opportunity to spread my wings and transfer from India to the UAE and work on One Za'abeel. I am on the Steerco of our Ethnic Diversity at Mace employee resource group. I am working on our Grow Together agenda, which aims to share knowledge, spread awareness and get to know colleagues around Mace.

Belonging is... A network of colleagues across locations; we have a shared belief that we are a part of something that is ethical and fundamentally good. We care about each other's wellbeing.



Anamika Kadyan

Assistant Commercial Manager Consult
UAE

Pronouns: She/Her

OUR STRATEGIC OBJECTIVES

All colleagues have a voice and are valued

We will create a psychologically safe environment for all our colleagues to be themselves, belong and be able to bring their whole selves to work.

What does this mean in practice?

- We will act on our employee engagement and wellbeing surveys.
- Global Hubs and Engines will collaboratively develop goals and action plans that factor in local cultures and aspirations.
- Expand our Employee Resource Groups (ERGs) to reach all our global colleagues.
- Celebrate great behaviours and challenge poor behaviours.
- Guidance and support for allyship – helping us to all be champions.
- Promote Code of Ethics and Speak Up confidential reporting lines.

How will we measure success?

Engagement and Wellbeing Survey

'I am able to be myself at work'. Increase our strongly agree / agree response to 90%.

Employee Resource Groups

Grow our global employee resource groups overseas to increase representation and support allyship.



Build Force insight day – hosted by Military at Mace



Mental Health | The Lions Barber Collective



My journey at Mace started through the 10,000 Black Interns programme. A programme creating paid internships for Black students and graduates. I believe my journey into the corporate world would not have been possible if I did not take that first step in applying for 10K Black Interns. With Mace committing to diversity in the construction sector it felt like my talents and hard work over the years were finally being recognised. 10K Black Interns was a life-changing scheme for me, it brought about a positive change in my life and will do so for the lives of many young and ambitious graduates across the country.

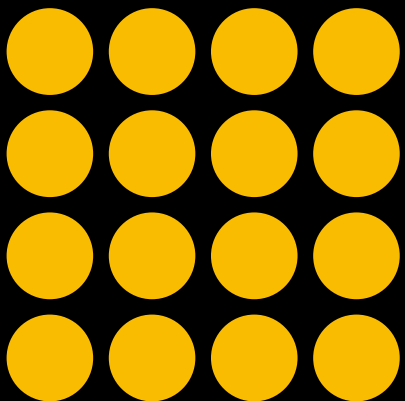
When I get a sense of understanding from my colleagues it enables me to be my whole self, it brings a level of confidence out in me that I would have held back out of fear that I may be misunderstood.



Treyano Hanson

Assistant Project Manager Consult
UK

Pronouns: He/Him



OUR STRATEGIC OBJECTIVES

Our leaders champion our inclusive culture and behaviours

Inclusive leaders are the key to changing the way we do things and inspiring others by being collaborators, contributors, champions and curious. We will increase diverse representation at all levels of leadership through active talent and succession planning.

What does this mean in practice?

- Senior leaders undertake training through an Inclusive Leadership development programme.
- We embed our behaviours through roadshows, knowledge shares, and how we work every day.
- Our leaders are positive sponsors and allies to our ERGs.
- We use market relevant reward information to enable our leaders to apply a consistent approach to reward globally.
- We have clear talent and succession plans in place that support diversity at senior positions.
- We collaborate with our Construct strategic supply chain partners to increase diversity and live great inclusive behaviours.
- Establish cross-industry connections to develop new and innovative approaches to EDI.
- Continue to leverage our memberships and partner with supporting organisations.

How will we measure success?

Leadership representation

Building our talent pipeline with our women to at least **25%** at the most senior levels (AD and above) and increase the representation of under-represented ethnic colleagues.

Board and steerco

All Board and Steerco meetings are represented by at least **30%** women and **10%** under-represented ethnic groups.

Pay gap

Improve our UK gender and ethnicity pay gaps by at least **10%** year on year.

Supply chain

Our Construct supply chain strategic partners to have an EDI strategy.



Ethnic Diversity at Mace | 10,000 Black Interns



Mace joins the global Hidden Disabilities Sunflower



As leaders, it is up to us to prioritise EDI topics in the workplace. We need to come up with ways to prompt that continuous thinking and ensure these questions become embedded in our everyday meetings, decisions, and ways of working. They need to be a part of the conversation, and not side or afterthoughts to be addressed independently.

What should we be considering when resourcing a project? How do we drive inclusivity from the start? How can the way in which we operate as a team and business – from meeting etiquette to our processes – create an environment that feels supportive to all?

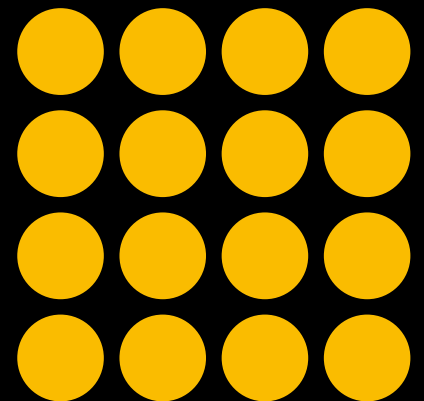


Tracey Hunte

Qatar Country Lead

Qatar

Pronouns: She/Her



4

HOW OUR COLLEAGUES CAN CONTRIBUTE

We've come a long way and changed the landscape and conversation in our industry

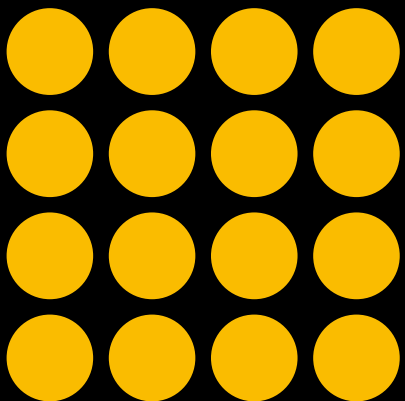
We want to move the dial faster. We want to be leaders – and a force for positive change in our industry. To do this, we will need to:

- **Engage:** We are all our culture. Contribute by supporting the development and implementation of your Engine EDI plans, challenging the way you work every day to be more inclusive and join our ERGs for both support and as a curious ally.
- **Develop:** Engines collaboratively develop, implement and continually review their own EDI plans – enabling and encouraging local empowerment and action.
- **Inspire:** Going beyond the boundaries of our people policies to inspire our industry by how we design, build and create safe spaces.



What we want our colleagues and leaders to do:

- Collectively set their own inclusion goals based on the needs of their colleagues and their communities.
- Challenge their own team practices every day, from work winning to completion of a project.
- Join our ERGs for support and as allies.



When I started my career, I never thought that culture would be so important. At Mace, I've grown to realise the impact and the difference it makes on your career journey. I am proud to say that I am an ally of the Pride Network. It's also great to see more women leading Business Units and breaking the glass ceiling!

What helps me bring my whole self to work? The Mace initiatives where you can talk openly about your life outside work, HSW moments or just having a simple check in about my wellbeing.

Inclusion is... my colleagues being supportive of me in and outside the workplace.



Doryleene Asentista

HR Manager

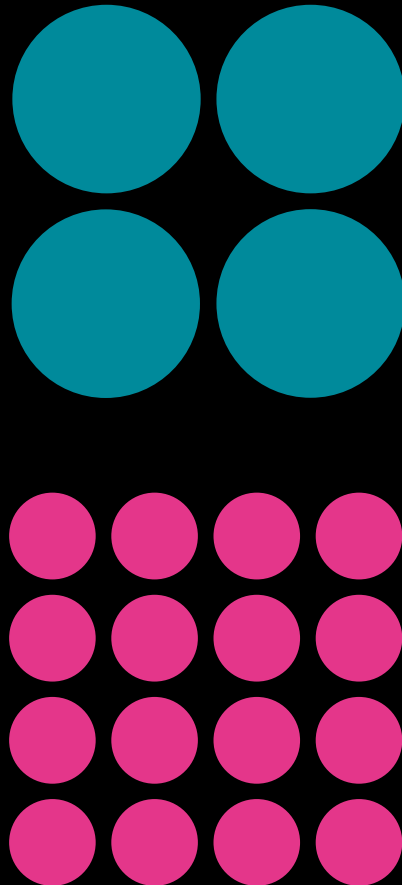
Philippines

Pronouns: She/Her

5

HOW WILL WE MEASURE SUCCESS

Our KPIs show us where we need to take action



Global EDI goals

We're living in a world that's developing and changing fast – and we want to expand our global growth fast. We need a truly diverse and inclusive workplace to be able to meet the challenges of today and tomorrow – creative solutions, resilience and agile thinking. Building strong and collaborative relationships with our colleagues and with our clients – helping us find a better perspective. Our KPIs hold us accountable and show our commitment to continuing to build a progressive and inclusive culture, representative of the world we live in.

We are growing globally, and while we celebrate our Mace culture, we also understand that there are local drivers, politics and cultures that are important to each region, location and individual. Each of our Engines and Global Hubs will develop their own goals that are applicable in the region, aligned to our global ambition.

We will aim to achieve our global EDI goals by the end of 2026.

<p>Gender</p> <p>Increase our representation of women to at least 35% of our global workforce across all levels in the organisation. This will be globally aligned and locally applied.</p>	<p>Ethnicity</p> <p>Increase the representation of under-represented ethnic colleagues at all levels relevant to the countries we operate in.</p>	<p>Disability</p> <p>Increase the representation of employees who have a disability to at least 3%.</p>
<p>LGBTQ+</p> <p>Increase the representation of employees who identify as LGBTQ+ to at least 3%.</p>	<p>Board and steercos</p> <p>All Board and Steerco meetings are represented by at least 30% women and 10% ethnic groups.</p>	<p>Leadership representation</p> <p>Building our talent pipeline with our women to at least 25% at the most senior levels (AD and above) and increase the representation of under-represented ethnic colleagues.</p>



Enablers

<p>Pay gap</p> <p>Improve our UK gender and ethnicity pay gap by at least 10% year on year.</p>	<p>Supply chain</p> <p>Our Construct supply chain strategic partners to have an EDI strategy.</p>	<p>Engagement and Wellbeing Survey</p> <p>"I am able to be myself at work". Increase our strongly agree / agree response to 90%.</p>	<p>Employee Resource Groups</p> <p>Grow our global employee resource groups overseas to more proportionately represent our global hubs.</p>
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HOW WILL WE MEASURE SUCCESS

Governance structure

We are all our culture and responsible for Equality, Diversity and Inclusion (EDI). To support, track and coordinate our activities we have a clear governance structure in place. We use data to not just monitor progress but also celebrate success and take action where it counts.



Team Time | Kingdom of Saudia Arabia

Mace Group Executive Board



Mace's EDI Strategy is agreed, fully supported and championed by the Group Executive Board and overseen by our Group Chief Executive. Engine EDI plans are overseen by the Engine CEO and Senior Leadership Teams (SLT).

Global Grow Together Steering Committee



Mace's Global Grow Together Steerco is responsible for strategic oversight and governance of people matters at Mace, including the EDI Strategy. They meet quarterly and is chaired by a MEB sponsor.

Global EDI Steering Committee

Mace's Global EDI Steerco meets quarterly and is responsible for embedding the Mace EDI Strategy. It monitors and evaluates progress on our objectives and reports back to the Grow Together Board. It is chaired by our Global EDI Lead and sponsored by an MEB sponsor. Membership includes Engine leads and Employee Resource Group representatives.

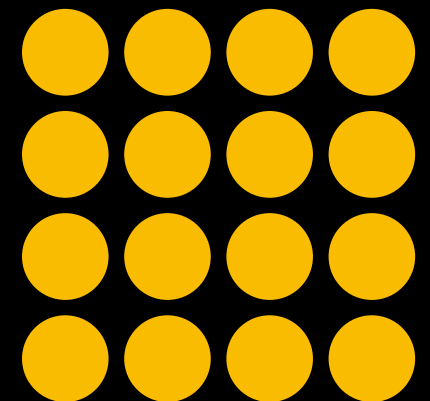


For me what can destroy a sense of belonging in the workplace is microaggressions. Comments like “Oh did you see what they brought for lunch” are more impactful than overt racism, because it is harder to challenge. Microaggressions aren’t just words but tiny actions too. What has made me feel supported in the workplace is knowing that the people around you will pull someone up if they say something inappropriate and call out the wrong behaviours.

I can bring my whole self to work when... people are patient, help me along the way and are curious about other people’s cultures. I’m able to grow in confidence and be my authentic self.



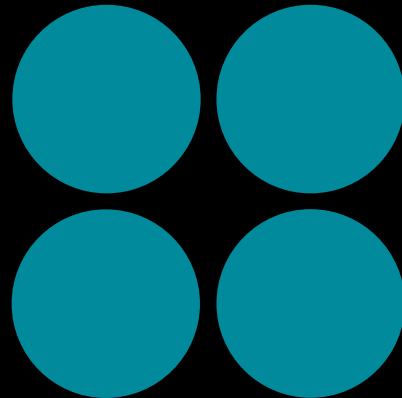
Ella Anderson
Construction Assistant
UK
Pronouns: She/Her



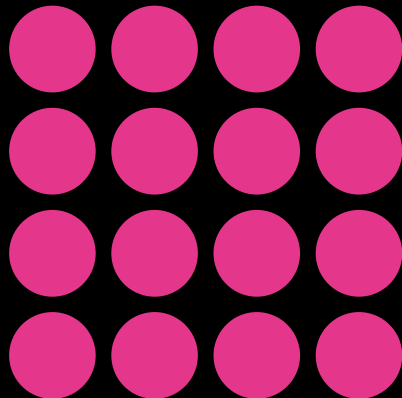


OUR PEOPLE

We employ over 7,000 creative, brilliant people and are on track to building a team of 9,000



We are a global construction and consultancy company operating across four global hubs in Europe, Middle East and Africa, the Americas, and Asia Pacific – and have worked on some of the most iconic buildings and infrastructure from The Shard in London, to The Dubai Expo, to Tiffany’s in New York. Our teams work on the move, from offices, on construction sites and at client bases – with increasing mobility, connectivity and agility.



7

OUR PARTNERSHIPS – INTERNAL AND EXTERNAL

Attracting and retaining diverse talent is not our challenge alone – we work collaboratively with our partners on every project

Our employee resource groups

We are proud of our global Employee Resource Groups (ERGs), who are groups of employees who join together as a community in the workplace based on shared characteristics, similar backgrounds or life experiences. Our ERGs welcome allies who want to learn more about these communities and get involved in supporting them.

All our ERGs are sponsored by a member of our Group Board and are represented on the Global EDI Steerco. As well as providing a network of support, they also raise awareness and understanding of challenges faced by their

communities, identify and work with partnership organisations and collaborate with leadership and support teams to identify policies and procedures that can be improved or developed. They work with and influence our clients and project teams to achieve their ambitions and find a better way.

As of 2023, we have six established ERGs – Women at Mace, Ethnic Diversity at Mace, Enabled at Mace, Pride at Mace, Parents at Mace and Military at Mace. Our ERGs recognise the intersectionality of their members, and actively collaborate to ensure that our colleagues are supported and represented. Descriptions of each of the groups are in the appendices.



Eoin Nolan | Senior Sustainability Manager | Ireland | Pronouns: He/Him



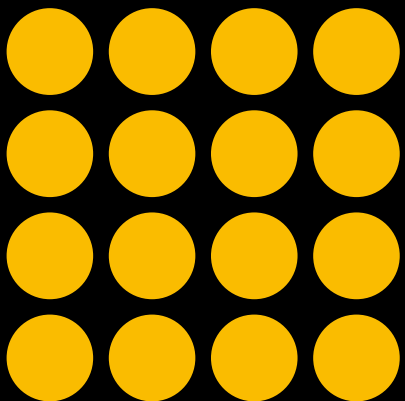
“

When I ask employees what matters to them and why they work for Mace, our employee resource groups (ERGs) are often referenced. These ERGs coupled with psychological safety, ensure that our employees feel safe and can raise issues, challenge and collaborate without fear. This makes me and my team more confident to be our whole self at work. I find the Mace approach to EDI to be genuine, meaningful and, for me, industry-leading.

”

Gary PyleOperations Director Facilities
UK

Pronouns: He/Him



OUR PARTNERSHIPS – INTERNAL AND EXTERNAL

Construct supply chain strategic partnerships

Mace teams are passionate about our industry as a whole and contribute to the wider conversations and support our supply chain. Across the built environment we build spaces for everyone to use - the more inclusive and diverse the industry can become, the more it will serve the needs of our communities. Attracting and retaining diverse talent is not our challenge alone.

We work with clients, contractors, joint venture partners and suppliers – who contribute not just to the build and operations but also the culture on a site or project. To truly effect change across our organisation, we need to collaborate with our supply chain and other partners to build inclusivity across the industry, not just at Mace.

What does this mean in practice?

- Work with our supply chain to ensure the implementation of an EDI strategy for our Construct supply chain strategic partners. The strategy is to represent the growth in the industry.
- Being clear on the minimum requirements and commitments we expect on our sites and projects.
- Increasing our use of services and products by diverse-owned businesses.
- Quarterly EDI forums with our supply chain strategic partners.
- Continue EDI training and learning through our Mace Business School.





As leaders we set the tone. It is up to us to engage everyone – colleagues, suppliers, and clients - and bring them on the journey with us. That's how we drive meaningful and lasting change.

As part of my role at Mace, I engage with our supply chain on a regular basis to drive home the benefits of having a diverse workforce and together, we identify opportunities for driving this ambition forward.

On a personal level, I seek to build professional relationships with other women interested in this sector, actively contributing to a mentoring scheme aimed at women.

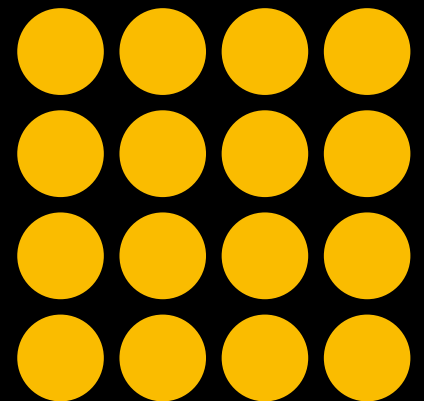
There's been plenty of times where I've been the only woman in the room during my career - especially in the early days. I am no stranger to challenges in the workplace. However, not only did these experiences help me grow as a professional, but they also presented me with the opportunity to play an active role in supporting the evolution of this industry with regards to diversity and inclusion. There has been significant progress made in certain countries and sectors, but there is plenty more we can continue to do to help champion the way forward and support meaningful change.



Clare Jones

Group Procurement Director Construct
UK

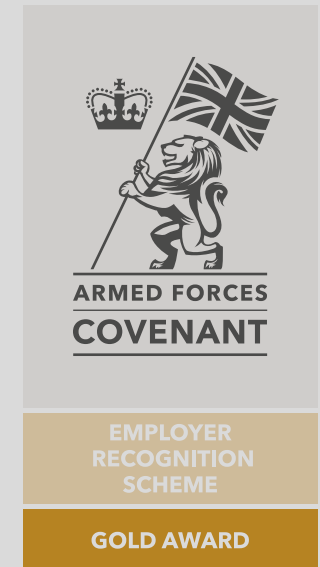
Pronouns: She/Her



OUR PARTNERSHIPS – INTERNAL AND EXTERNAL

Partnerships and accreditations

We've partnered with organisations to inform and guide our policies and practices and provide resources for our colleagues to support them and raise their awareness. In addition, we've achieved accreditations to audit and ensure that we are taking the right actions that have impact.





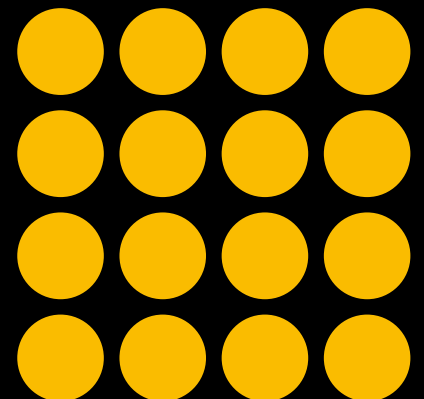
Mace is ahead of the game when it comes to driving forward their EDI strategy and working with their supply chain partners.

They have moved beyond a prescriptive approach which relies solely on checklists to identify which supplier aligns closest to their EDI preferences, and instead have guided and supported us on our own EDI journey.

We've attended a series of workshops helping us reflect on our EDI challenges, identify areas for improvement, and ultimately (re)define our own EDI strategies. This collaborative approach has proven to be exceptionally insightful - we hear from other companies in the industry, what challenges they have faced and how they've resolved these. These insights have helped us to adopt more innovative ways of thinking. Mace's investment of time and resources proves their desire to include us on their journey. Taking us with them. Leading the way.



Sarah Warren
Pre-Contracts Director
TMJ Interiors
Pronouns: She/Her



APPENDIX A – WHERE ARE WE NOW

This data is based on an extract from 1 July 2023.

Gender

33% Female | 66% Male | 0.06% Non-binary

Leadership

Percentage of women and men in Associate Director or higher grades

19% Female | 81% Male

Disability

1.8% identify as having a disability

LGBTQ+

1.7% LGBTQ+

ERG Membership

2,100 active members of our ERGs

Diversity of our UK emerging talent 2023

UK Apprentices

50% Female | 28% Ethnic minority

UK Graduates

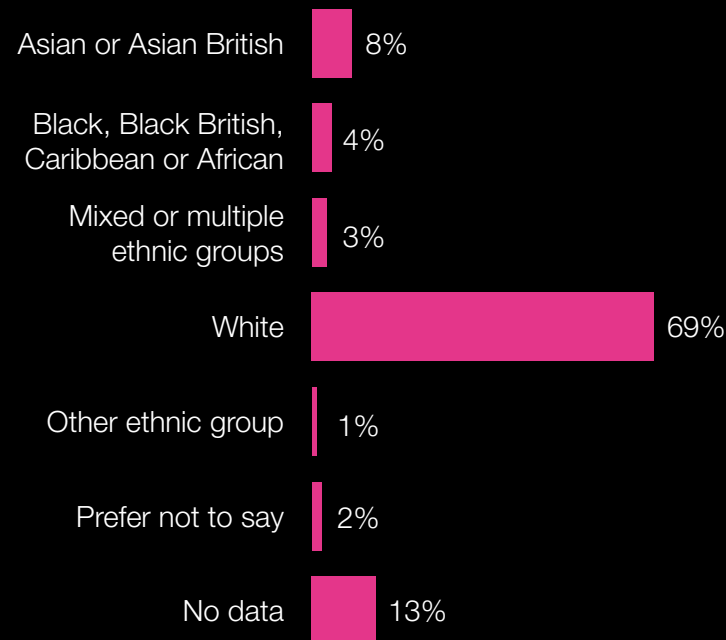
51% Female | 50% Ethnic minority

Inclusion Pay Gap report – UK

We publish our UK pay gap reports annually. These can be found on our [website](#).

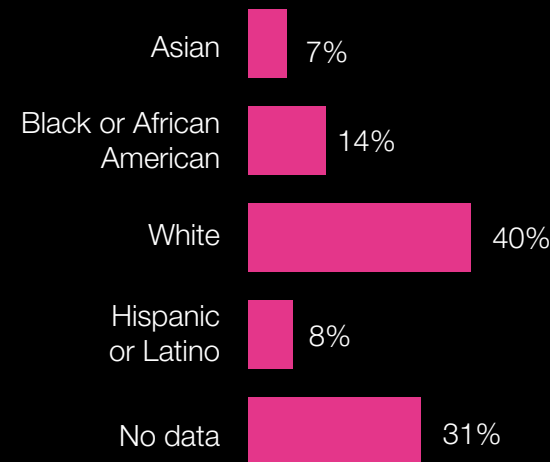
Ethnicity - UK

UK ethnicity categories

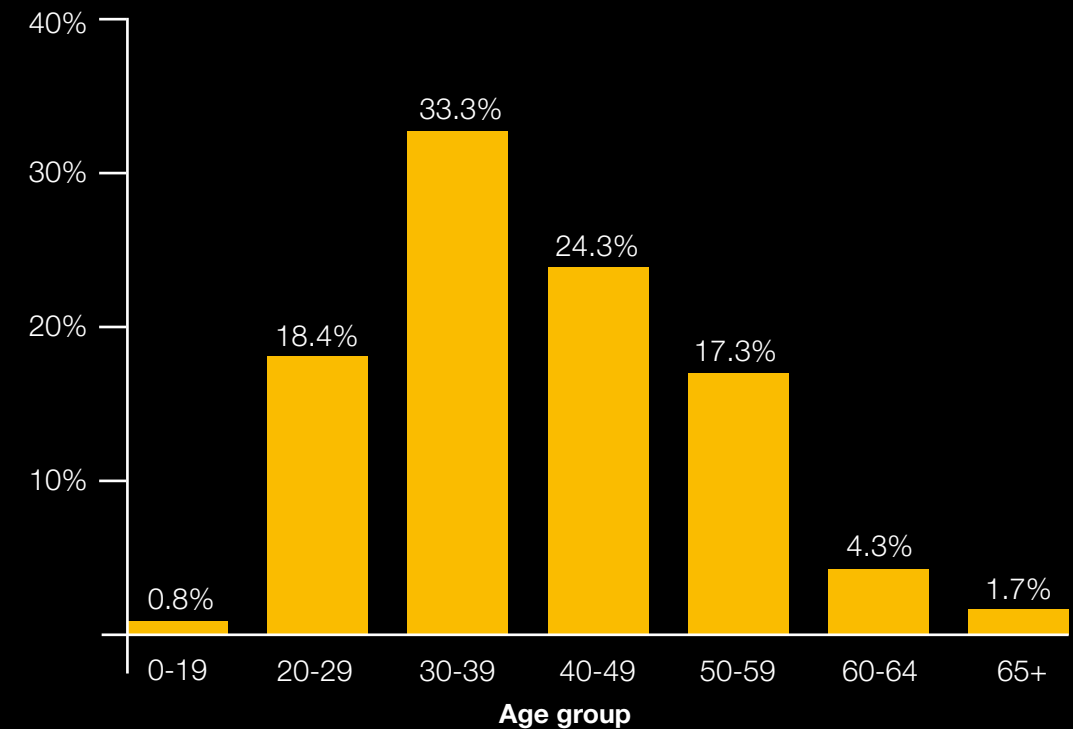


Ethnicity - US

US Race and ethnicity categories



Generations



APPENDIX B – EMPLOYEE RESOURCE GROUPS (ERGS) DESCRIPTIONS



Women at Mace

Women at Mace is a well-established group providing a vehicle for positive change within Mace, to create the conditions for women to succeed and achieve their full potential, remove the barriers to success for women, and narrow the gender pay gap within Mace. With over 1,000 members globally, Women at Mace is open to all colleagues, encourages allyship, and supports a gender inclusive working environment.

The group provides community and raises awareness through regular events, and is progressing three workstreams to deliver change:

- Safe and inclusive spaces
- Retention and progression
- Behaviours for inclusion



Ethnic Diversity at Mace

Our Ethnic Diversity group began in January 2019 and is Mace's ERG for under-represented ethnic colleagues and allies. It aims to create a more diverse and inclusive company that embraces and celebrates all cultures, advocates on racial equality and drives initiatives to support the recruitment, advancement and retention of ethnically diverse colleagues.

Ethnic Diversity at Mace supported our first cohort of 19 interns as part of the 10,000 Black Interns in the summer of 2022. Mace are signatories for the BITC Race at Work Charter and Change the Race Ratio, showing our commitment externally and holding us accountable for progress.



Enabled at Mace

The Enabled ERG has driven awareness of disabilities in the workplace since June 2020.

Enabled has supported Mace becoming members of the Business Disability Forum and Neurodiversity in Business, both to support our colleagues.

Recently, Enabled have been instrumental in launching the Hidden Disabilities Sunflower Scheme globally with great success and supporting the roll out onto our sites.



Pride at Mace

The Pride LGBTQ+ and Allies ERG was the first to launch at Mace and was established in September 2017. Pride ensures that LGBTQ+ people can bring their whole selves to work and aims to raise awareness of issues the LGBTQ+ community face.

Since its inception, Pride has played a vital role in supporting Mace in implementing the trans policy and becoming a member of Stonewall. In 2022, Mace was ranked 37th in the Stonewall Workplace Equality Index and named a Gold Employer.



Parents at Mace

Our Parents at Mace ERG was formed in the first lockdown, offering much needed support to families during that time. Post-pandemic, they became a formal ERG with a vision to drive policy change within the business, while creating a community for parents and those with caring responsibilities in our global family.

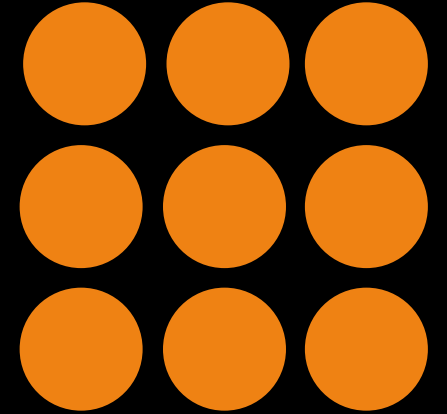
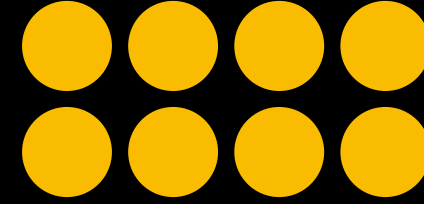
Their vision is for Mace to become the employer of choice in our industry for working parents and those with caring responsibilities – creating an inclusive environment where being a parent or carer, and having a successful career, are not mutually exclusive.



Military at Mace

The Mace Military Network was initially established to support Service leavers and Veterans transitioning into Mace and to inform the Mace leadership of the benefits of employing Veterans. Since then, in the UK, Mace has become a signatory of the Armed Forces Covenant to recognise how we provide specific support to our active Reservists, Cadet Force Instructors, Veterans and our allies. As a result, in 2019, Mace was awarded the Gold Award of the Ministry of Defence Employer Recognition Scheme.

The ERG aims to not only improve the experience of our existing members and support forces charities and volunteering, but is expanding to do this globally to attract more veteran talent by showcasing how we provide a meaningful next career for veterans in the built environment sector.



REDEFINING
INCLUSION
TOGETHER

