

# Group Be Fair Policy Statement

## August 2022



### McLaughlin & Harvey is committed to providing a Fair, Inclusive and Respectful environment for our Employees and Supply Chain.

We have committed to the CITB Be Fair initiative and the principles have been applied across the organisation. To achieve this, we will:

- Be considerate and thoughtful of how others may wish to be treated;
- Value the people we work with – everyone has different skills that contribute to our overall success;
- Provide the right support to people to help them be their best ensuring we provide a fair workplace;
- Create an inclusive environment to make construction an industry of choice;
- Respect our colleagues and create an atmosphere where we can all succeed – whoever we are and regardless of our background;
- Work to improve the image of the construction industry;
- Work with residents, organisations and local contractors for the benefit of their community;
- Be committed to addressing fair payment terms to the supply chain;
- Raise awareness and support our Supply Chain to work to the principles of Fairness, Inclusion and Respect.

With the support of our Employees and Supply Chain, our Senior Management Team will ensure this policy is implemented and will continually monitor our equality performance.

**Philip Cheevers**  
McLaughlin & Harvey