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## **FAIRNESS INCLUSION RESPECT**

**BE FAIR - HOW YOU WOULD LIKE TO BE TREATED**

**INCLUDE PEOPLE - DO NOT DISCRIMINATE**

**RESPECT - EVERYONE IS DIFFERENT**

Inclusion is about making everyone feel that they are a key part of the organisation. Including people within teams is especially important within the construction industry, where future successes depend on effective teamwork. Everyone has a role to play in promoting Fairness, Inclusion and Respect in construction, in the same way that everyone is responsible for maintaining health and safety measures.

At Intersect Global we are involved in promoting and improving Fairness Inclusion and Respect in the workplace in the construction industry.

We aim to attract people from a wide range of backgrounds, believing that the industry will need more people to fill increasing demand in coming years. Diversity will make companies' richer and more effective, people with different perspectives and skill sets make for a richer team. Companies should reflect the culture and communities they work in if they are to achieve and innovate.

### **How can you be Fair, Inclusive and Respectful?**

Think about people you work with and how they would feel before you act or respond.

Have open conversations with your colleagues, make sure you are listening to your staff and any concerns they may have.

Value people and the contribution they make, everyone should feel they are a key part of the business. Know your weaknesses and strengths and acknowledge others for theirs.

Use language that is respectful, think about how you would like your friends and family to be spoken to.

**This behaviour will allow people to perform to the best of their ability.**

**You will help retain staff and ensure good health and well being in your team.**

**This will improve safety, and achieve success for you and your company.**