

OVERVIEW

SYSTRA is committed to promoting fair opportunities for everyone in all aspects of its business and maintaining an environment where all colleagues know they are valued.

SYSTRA actively supports diversity, inclusion and belonging and is committed to being an anti-racist organisation.

This policy outlines our commitment to go beyond legislation and ensure that colleagues feel they can bring their authentic selves to work and know that they are supported at every step.

Aligned to our [Equality Diversity & Inclusion Statement](#), this document provides information and guidance for all SYSTRA colleagues and line managers within the business.

It is the responsibility of all SYSTRA colleagues to be aware of, and follow the guidance provided by this policy.

SCOPE

This policy applies to all SYSTRA LIMITED colleagues based in the UK and IRELAND.

All Business Partners (joint venture partners, suppliers, clients, customers, visitors, consultants, and contractors) who visit or work with SYSTRA LIMITED – UK & IRELAND must behave in a respectful manner and adhere to the standards set out in this policy.

ACCESSIBILITY

SYSTRA recognises that accessibility related difficulties can be experienced by many individuals in different ways. If any aspect of this policy or process causes you difficulty, or if you need any assistance, you should speak to a member of the [HR Business Partnering team](#), who will arrange support for you.

RELEVANT LEGISLATION

Race is a protected characteristic under the Equality Act 2010 (UK) and under the Employment Equality Acts 1998-2015 (Ireland). SYSTRA is committed to ensuring that colleagues are not discriminated against or disadvantaged at SYSTRA because of their race or ethnic background.

According to the Equality Act 2010 (UK) and the Employment Equality Acts 1998-2015 (Ireland), race can refer to race, colour, nationality, or ethnic, national or community origins (which may not be the same as your current nationality). Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race. A racial group can be made up of two or more distinct racial groups, for example, Black Britons, British Asians, Romany Gypsies, etc.

OUR COMMITMENT

SYSTRA are actively committed to being an anti-racist organisation. We acknowledge that this requires long-term and consistent action. We commit to:

- Making an active and conscious effort to work against multi-dimensional aspects of racism within our business and proactively opposing and challenging racism and bias.
- A zero-tolerance approach to any bullying and harassment related to an individual's race or ethnicity.
- Promoting equality of opportunity and good relations between colleagues of different racial groups.



- Identifying, discussing, and challenging issues of equity, diversity, inclusion and racism and the impacts they have on the organisation, internal and external stakeholders, and the greater community.
- Purposefully discussing and continuing to deepen our knowledge, understanding, and commitment to race equality.

These commitments will be achieved by working with colleagues (via our [Everyone Onboard](#) ED&I Colleague Engagement Group) and external partners.

RACE EQUALITY TRAINING AND AWARENESS

We recognise that racism and bias can be unconscious, implicit, or unintentional. All SYSTRA Limited colleagues must undertake two mandatory training modules upon their induction to the company: Equality, Diversity & Inclusion (ED&I); and Unconscious Bias Awareness. These training modules contain information regarding race equality, challenges within the spectrum of race and ethnic diversity, and how we can challenge unconscious biases. This training aims to help our colleagues to understand what is and is not respectful behaviour, thereby also minimising the risk of discrimination.

We also include an Equality, Diversity & Inclusion module and Colour Consciousness training as part of our Management Development programmes. This training aims to enhance managers understanding of their role in ED&I and how they can support diversity and inclusion within their teams and the wider business.

We understand that training alone cannot stop racism. We are committed to encouraging a culture of diversity and inclusion and will continue to work with internal and external partners to actively address the ongoing impact of systematic and societal racism.

RACISM, BULLYING AND HARASSMENT

SYSTRA has a zero-tolerance approach to any bullying and harassment related to an individual's race or ethnicity. Any reports of bullying, inappropriate language or behaviour will be managed as detailed within SYSTRA's [Dignity at Work Policy](#) and [Disciplinary Policy](#).

We are committed to ensuring the physical and psychological safety of our racially diverse colleagues. If you have experienced any form of racial discrimination within or outside the organisation, we encourage you to talk to your line manager about the situation as early as you can, so they can give you the support you need.

If you feel like you can't talk to your line manager or that you need additional support, then please get in touch with the [HR Business Partnering team](#) and they will provide you with help and guidance.

MONITORING AND REVIEW

In line with our [Equality Diversity & Inclusion Statement](#), SYSTRA periodically examines where in the employment life-cycle from hiring, to performance recognition, to promotions, systemic inequality in society may have permeated the organisation.

SYSTRA will, as appropriate, monitor and record:

- The racial and ethnic composition of our overall workforce and our senior team (with an intersectional approach including gender, disability, and sexual orientation).
- The race and ethnicity of applicants who have opted into sharing their ED&I data with SYSTRA during the recruitment process.
- The breakdown by race and ethnicity of colleagues that have been promoted each year.

- The breakdown by race and ethnicity of colleagues accessing internal development programmes each year.
- Pay and Reward practices to ensure the potential for bias is understood and mitigated.
- The breakdown by race and ethnicity of colleagues subject to disciplinary warnings each year.

In line with our [Equality Data Collection Reporting Policy](#), this information will be used to review progress and to ensure that racially diverse colleagues at SYSTRA are not being discriminated against.

RELATED POLICIES

- [Equality, Diversity & Inclusion Statement](#)
- [Dignity at Work Policy](#)
- [Equality Data Collection Reporting Policy](#)

POLICY GOVERNANCE

This policy was created in February 2025.

The HR Director has overall responsibility for the implementation and monitoring of this policy.

The policy will be reviewed on an annual basis and the Company reserves the right to make changes to the policy as appropriate, in line with legislative changes or amendments to our working practices.

Any queries or comments about this policy should be addressed to the HR Inbox hruk@systra.com.

This policy does not form part of any colleague's contract of employment and it may be amended from time to time.



Suzanne Walker
HR Director
SYSTRA LIMITED-UK & IRELAND
February 2025

