



Fairness, Inclusion and Respect in construction

Better for everyone

Construction and infrastructure has a **£502 billion** pipeline of work that is essential to the growth of the UK economy.

Our industry is facing an unprecedented skills shortage which means that we won't have the capacity to meet this demand unless we take action.

We recognise the urgent need to retain the valuable experience we have and to attract and recruit from the full pool of UK talent, including those groups who have traditionally been underrepresented in our sector. This diversity of talent makes a positive contribution to our organisations.

We have a common interest in working together, to thinking and acting differently – creating better workplaces that are fairer, inclusive and more respectful so that they are positive places to work, where everyone feels safe and supported, able to achieve their maximum potential and be part of an exciting and rewarding industry.

We are committed to change and improvement. We will use the free Fairness, Inclusion and Respect (FIR) **Toolkit** in our businesses and recommend its use across our supply chains.

Hercules PLC FIR Commitment

In line with our corporate equal opportunities policy statement we commit to ensuring that we treat all employers, contractors and job applicants fairly and equally regardless of their gender, sexual orientation, marital status, race, colour, nationality, ethnicity, religion, age, disability or any other protected characteristic. We are currently engaging with local colleges to offer apprenticeships in order to encourage and attract the next generation into the construction industry to help address the industry skills shortage. In addition, we commit to encouraging people from diverse backgrounds to join Hercules Site Services. We ensure that remuneration, benefits, terms and conditions, recruitment and promotion procedures do not discriminate against any group of worker.

We encourage our employees to fulfil their potential by offering encouragement and training opportunities throughout their employment with Hercules.

Discrimination, harassment or bullying will not be tolerated and will be subject to internal disciplinary procedures.

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Date	01.01.2025



HERCULESPLC

www.fairnessinclusionandrespect.org