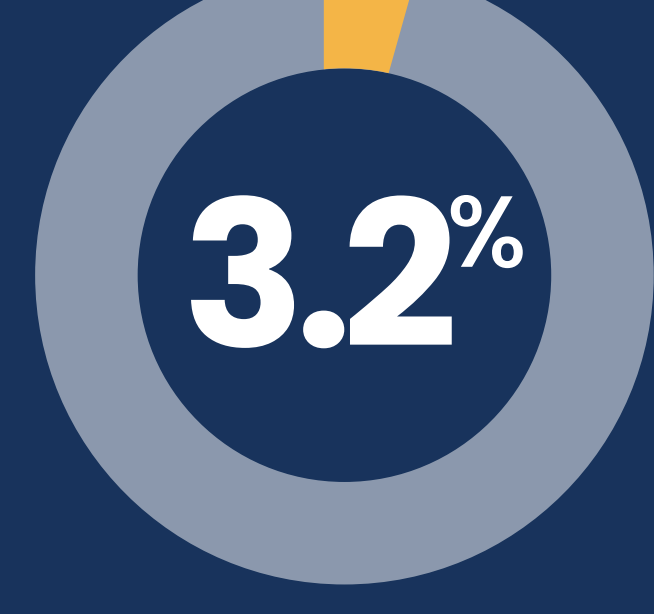


Pride in Construction

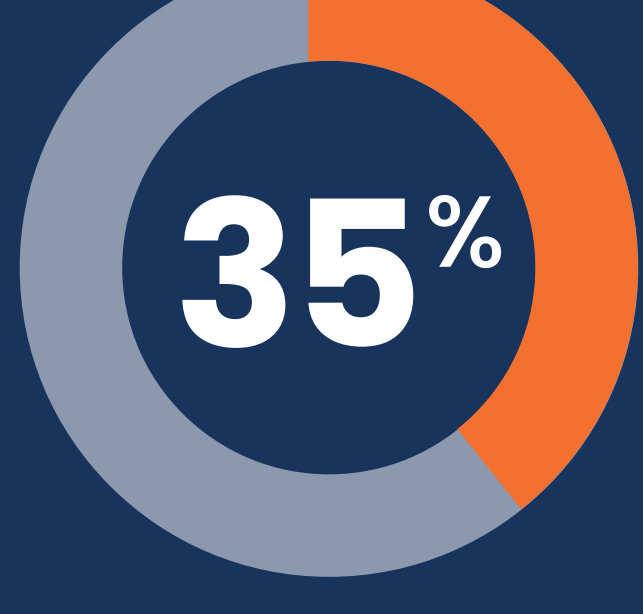
As more people in the UK feel comfortable coming out and living openly as LGBTQ+, it's essential for everyone to foster kindness, respect, and a commitment to growing inclusivity—especially in the workplace.



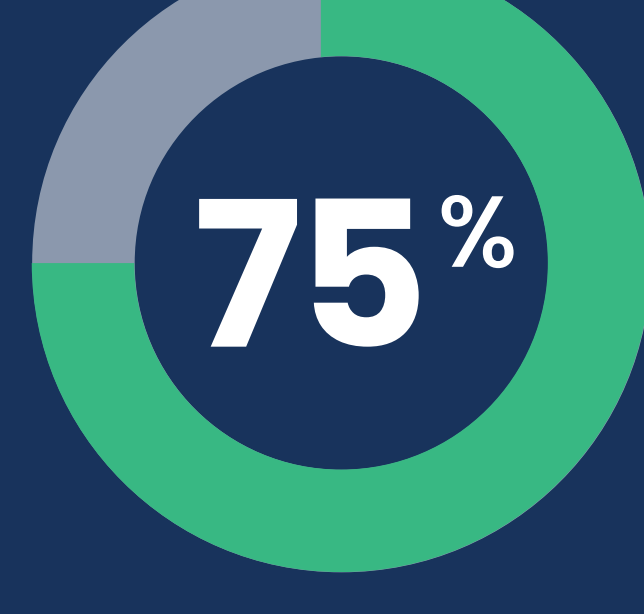
What the stats say...



of the UK population identify as LGBTQ+ or approximately 1.5 million people¹



of LGBT staff have hidden that they are LGBT at work for fear of discrimination²



of all LGBT+ respondents felt their sexuality or gender created barriers to progressing their career within construction³



SAFESITE *One* TEAM

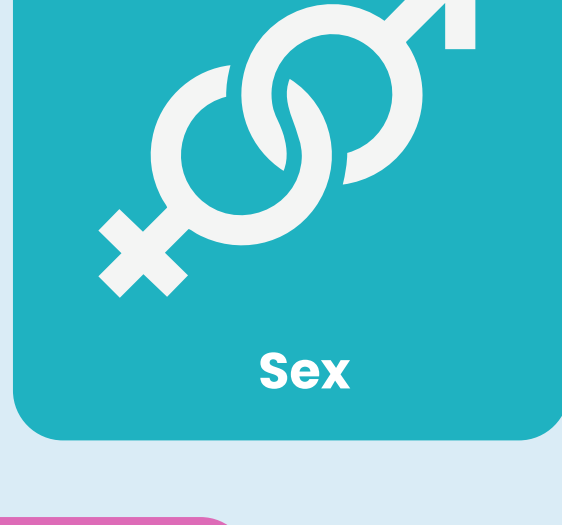
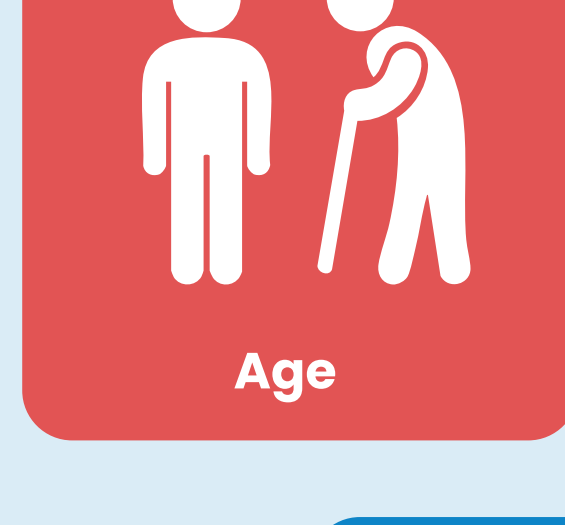
At SafeSite, our ONETeam philosophy guides us toward exceptional service through collaboration and inclusivity, grounded in our values of Teamwork, Environment, Accountability, and Mastery.

Teamwork thrives in environments that respect and welcome our differences, built on openness and understanding. We hold ourselves and each other accountable—knowing that learning and transparency foster inclusive, professional teams.

Mastery means setting the industry standard and proving that inclusive leadership is key to lasting success.

Protected Characteristics in the Workplace Equality Act 2010

The Equality Act 2010 unified multiple anti-discrimination laws, protecting against unlawful treatment, such as discrimination, harassment or victimisation based on any of its protected characteristics.⁴



Inclusivity benefits everyone!

Research has consistently demonstrated that creating an inclusive workplace benefits both employees and the business as a whole.⁵



A positive and inclusive environment fosters employee well-being, motivation, and job satisfaction, resulting in improved productivity.



Valued and supported employees are more likely to stay long term, lowering turnover.



Companies that promote inclusivity and diversity build a socially responsible reputation, attracting talent and strengthening stakeholder relationships.



An inclusive culture helps organisations attract diverse, qualified talent.



Everyone should feel comfortable being themselves at work. So, whether you're a part of the LGBTQ+ community or are an ally, we must take our part to rid discrimination of all kinds.

What we can do



Respect Differences

Celebrate diversity by acknowledging and valuing individual differences, including backgrounds, experiences, and perspectives.



Don't Assume

Don't assume coworkers are straight, their gender, or pronouns. LGBTQ+ people don't look a certain way, and partners don't define sexuality.



Respect Pronouns

Using correct pronouns shows respect and inclusion. It affirms identity and fosters a safe, supportive environment. If unsure, ask politely or listen—getting it right matters.



It Isn't just 'Banter'

"Banter" is never an excuse for discrimination—lead with kindness and respect everyone's identity.



Break down silos

Empower individuals to be their authentic selves and foster an environment where everyone feels comfortable.



Education & Empowerment

Active listening is a key aspect of being an ally. Give LGBTQ+ individuals the space to share their experiences and listen without judgment.

Training

Diversity and inclusion training is essential for helping employees understand the effects of discrimination.

Addressing a broad spectrum of issues—including racism, sexism, and religious bias—while also highlighting the specific challenges faced by LGBTQ+ individuals. Regularly reinforcing company policies through such training promotes ongoing awareness and fosters a more inclusive and respectful workplace culture.⁵

