

BIM

DIG DEEPER, LOOK CLOSER, THINK BIGGER

13TH
OCTOBER
2022

TIME FOR CHANGE –
ACTION NOT WORDS!

COMING TOGETHER WITHOUT AGENDA TO TALK
ABOUT THE ISSUE OF RACE WITHIN THE
CONSTRUCTION INDUSTRY



SKANSKA



Working in
partnership with

HS2

AGENDA

9:00	ARRIVAL & REFRESHMENTS
10:00	INTRODUCTION - FRANK DOUGLAS
10:30	PANEL ONE - THE POWER OF NOT STAYING SILENT.
11:20	REFRESHMENT BREAK
11:50	PANEL TWO - CONSTRUCTING CAREERS THROUGH BREAKING BARRIERS
12:40	LUNCH
14:10	SPEAKERS - DANIEL TAYLOR & RONI SAVAGE "THE NEED FOR SUPPLIER DIVERSITY"
15:00	REFRESHMENT BREAK
15:30	PANEL THREE - THE WHITE MALE LEADERSHIP IMPACT
16:20	Q&A AND CLOSE
	17:00 ONWARDS DRINKS & NETWORKING



DANNY SULLIVAN
GROUP

FLANNERY

1972-2022

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SKANSKA



STRABAG

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MOTT
MACDONALD

TIME FOR CHANGE: ACTION NOT WORDS.

Open Your Mind, Open Your Heart, Open Your Head

“Education is the most powerful weapon which you can use to change the world. – Nelson Mandela”

Black History Month – no longer are we just celebrating, it's time for us to take action. To do this, everybody needs to get involved and take time to listen, understand and implement change.

For the first time in person, companies are coming together without agenda to talk about the issue of race within the construction industry.

HS2, Skanska Costain Strabag JV, Flannery Plant Hire, Mott MacDonald and Danny Sullivan Group are collaboratively hosting an educational day to give everybody a safe platform to talk about how we can better address the skills gap and equality, diversity and inclusion throughout the industry.

The Time Is Now

Currently, only 3.5% of workers within construction are black. This is one of the lowest employment rates of black people within the UK.

Let's keep moving forward and all be part of change. It can no longer be left to those immediately affected to deal with the issue of race in the workplace. Everybody's voices need to be heard, and everybody needs to be willing to listen.

Whether you're a new entrant to the sector, have been working in construction for a while or are a leader within the industry, you are needed to help create change that will last for years to come and create a safe space for the next generation of worker to enter into.

We're hoping to influence an impactful change for both young and old, redefining what the construction industry sees as the norm and building a pathway for others to follow in our footsteps.

“It isn't where you come from; it's where you're going that counts. – Ella Fitzgerald”

Let's be Frank...

We'd like to personally thank each of you for joining us today and being allies in our constant journey towards positive changes within the industry. Today is all about listening and learning from the experiences of others – there may be times that uncomfortable topics are addressed, but this was all planned with positive thinking in mind. We want you to leave having opened your minds, hearts and heads – it's time to feel uplifted and empowered to help others take the necessary steps to make our sector a welcome place for all.

With no further ado, let's introduce our first speaker of the day, **Frank Douglas**.

Born in Mississippi, Frank spent the major part of his professional and personal life in New York City. However, for the last 20 years he has lived and worked outside the USA (over 17 years in the UK), most recently, as CEO of Caerus Executive.



In five short years, Frank has grown Caerus to be one of the most respected consulting firms on diversity, inclusion, culture and leadership. His early career was in a range of commercial and consulting roles in the USA, with companies such as Towers Perrin and International Paper. Frank is the first (and still only) black male to be the Group Human Resources Director of a FTSE 100 organisation.

Most recently, Frank was honoured by HR Magazine for being one of the top 10 'Thought Leaders' in the UK.

The Power of Not Staying Silent

**The time is always right to do what is right.
– Martin Luther King Jr.**

Real people with real experiences talking about why it's important to speak up when you experience or witness behaviours that need to change.

In the past few years, we have seen a rise of employee networks groups or individual volunteers collaborating together to provide support, career development and contribute to a personal development in the work place, such as ethnic minority groups.

After the murder of George Floyd in 2020, we have seen a global attention and urgency for employers to understand the discrimination and prejudice faced by those from an institutional, societal, economical and personal Black diaspora background. Individuals, such as those on this panel, volunteer their time to take the lead, act and speak out regarding such issues. Today, we'll focus on their journey through this discussion and why they believe these steps are important ones to take.

Host – Vanessa Burton – *Mott MacDonald*

Vanessa JN Burton is a civil engineer with a focus in geotechnical and sub-structural engineering. As a graduate of the University of Surrey with a MEng (Hons) degree in Civil Engineering, her career has mainly focused in Major Multidisciplinary Projects in Transportation, Rail, Aviation and Nuclear. Currently, she is working on the HS2 Phase 1 N1/N2 in the foundations design team.

Alongside her role, she is the Advancing Race and Culture Employee Run Network Chair, a local authority governor, volunteer promoting STEM and a mentor on the Ground Undergraduate Mentoring Programme.



In her career, Vanessa has won numerous awards and scholarships in her career such as Rising Star Award by Ground Engineering Awards 2021, Young EM professional of the year award by the Association of Black and Minority Ethnic Engineers 2021, Rising Star of the Year Award by Women in Rail 2020, Top 100 Most Influential Woman in Engineering in the Inclusive Boards and Financial Times List 2019.

The Power of Not Staying Silent

Meet Your Panellists:

Natalie Rose – HS2



Natalie is a Health, Safety and Environment at HS2 and co-chair of the REACH (Race, Ethnicity and Cultural Heritage) Network.

She believes Equality, Diversity and Inclusion is also related to workforce safety & wellbeing and hopes that, through her work, she is able to create space for everyone to feel safe and secure at work. She is also a Health & Wellbeing Champion and trained Mental Health First Aider and has worked at HS2 for nearly 7 years.

Jessica Harewood

Jessica has worked in the Civil Service for eight years and, as a mixed race woman in Britain, she is starkly aware of importance of diversity. She has been a member of the MOD Race network now for two years, actively helping to improve MOD's understanding of social issues surrounding race and helping to enact positive change.

Her professional goal is to level the playing field, which she believes starts with those difficult and often tense conversations. When discussing topics such as inequality, she quotes: "when all you have known is privilege, equality is going to feel like you are losing", meaning that levelling the field isn't going to come easy or often willingly.



The Power of Not Staying Silent

Meet Your Panellists:

Martin Mirimo – SCS JV



Martin has been the SCS Supply Chain lead since June 2021. As a 15+ year procurement and supply chain professional, Martin is inspired by the opportunities open to diverse suppliers and how this can help the communities 'left behind'. This inspiration kept him focused when developing a 2-year (2017-2018) Supply Ready Programme for the London Borough of Tower Hamlets.

Martin is also a thought leader in Supply Chain and Supplier Diversity, author of CIPS Global Strategic Supply Chain Management, and a resource person to various institutes involved around the supply chain.

Nick Anderson – PSI Global Recruitment

Nick is an experienced Rail Director with over 14 years' experience in LU, Overground, Metro, DLR, and Network Rail projects across the UK. This has included station builds, platform extensions, industrial painting, Mechanical & Electrical, Civils, and Comms.

Nick's experience starting from the ground up as a resourcer has given him the 360 knowledge across a number of sectors, providing guidance and mentorship to his team. When starting out as a director, he gave operatives from different backgrounds an opportunity they wouldn't have otherwise had to succeed in the industry. He's also used his position to become a thought leader on the topic of diversity and inclusion, focusing on the importance of diversity within both his company and the rail sector.

He has always believed strongly that having the capacity to continually look at new ideas and learn from those around you enables him and his team to actively grow.



Constructing Careers Through Breaking Barriers

I don't have a feeling of inferiority. Never had. I'm as good as anybody, but no better. – Katherine Johnson

Addressing the progression issues that those from different cultural backgrounds face when trying to build their careers in construction.

This panel will explore the barriers that underrepresented groups within the construction industry are currently facing when trying to develop their career, focusing on the interventions that organisations can put in place to support a more diverse group of people to become leaders within our sector.

Host – Rubi Sarang - HS2

Rubi is the Rolling Stock Project Manager for HS2 and is passionate about representation and inclusion across the industry – both in construction and railway. She has been the Co-Chair of HS2's REACH (Race, Ethnicity and Cultural Heritage) Network for two years, with the objective of supporting underrepresented colleagues across HS2 in their personal and professional development and encouraging a more diverse group of people to join HS2.

Through hosting this panel, Rubi aims to prompt healthy discussions about the paths of progression those of different ethnicities have within our industry and what we can do to change this within our sector.



Constructing Careers Through Breaking Barriers

Meet Your Panellists:

Batsetswe Motsumi – Costain

Bats is a civil engineering surveying professional, currently serving as a Commercial Director for Costain Limited on the A12 Chelmsford to A120 Widening Scheme. He has applied his commercial management expertise on a variety of projects ranging from large infrastructure projects spanning water, highways, and waste to energy sectors.



Christopher Mohammed – Flannery Plant Hire

Christopher is currently working on HS2 in Euston Area South, first starting on this site in January 2020. He's been in the construction industry for the past 21 years, working on many sites and alongside many different groups of people.

Christopher has never experienced a more diverse group of people working on site than he has while working with HS2, and is excited to see the direction that the industry is moving towards.



Taffy Chaduka – Ernst and Young

Taffy is a Manager in EY's Commercial and Procurement Practice. He has 15 years of experience delivering major infrastructure projects Highways, Rail, and Energy, Taffy is passionate about creating equitable workplaces to allow people to bring their whole selves to work and be their best. Taffy authored a dissertation titled "Virtual workspace as a solution to career progression barriers faced by Black Asian Minority Ethnic working on civil engineering projects in the UK".



Constructing Careers Through Breaking Barriers

Meet Your Panellists:

Beatrice Ubani – SCS JV

Beatrice is passionate about sustainability and works to raise environmental awareness and promote the efficient and sustainable use of the world's resources.

She holds an undergraduate degree in Climate Change and Energy Management, as well as a master's in Environmental Consultancy. She began her career in the construction industry in 2018 as an Energy and Sustainability Administrator supporting the delivery of Energy Performance Certificates (EPCs), Display Energy Certificates (DECs) and the Building Research Establishment Environmental Assessment Method (BREEAM) for building projects.

Beatrice is now a Sustainability & Carbon Advisor, working as part of the SCS JV on the HS2 Main Works Civil Contract. She is supporting the quantification and reporting of whole life cycle carbon emissions and identifying areas for further improvements. She is leading on the evidence collection and performance monitoring and reporting for the HS2 SCSJV CEEQUAL Assessment and is supporting the delivery of the SCSJV Social Value Assessment.



Errol Lodge – Danny Sullivan Group

Errol joined Danny Sullivan Group in 2016 with limited construction experience, but has since completed an NVQ in General Construction, leading to him progressing into a supervisor role. He enjoys working with Danny Sullivan Group and says that they put people at the heart of everything they do. It's not just a job, it's a career!



Race Isn't Exclusive

Racial issues aren't simply black and white. Racism and prejudice come in different forms and span across different communities. This Black History Month, we wanted to take a minute to reflect on how race includes many cultures and how, no matter what your background, everybody should be treated as equal.

Diversity is something which we should all strive for in life – but in the workplace specifically, having a diverse group of employees has been proven to improve productivity, creativity, satisfaction and performance.

During our initial talks about what we wanted this event to be, one key theme that came up in our conversation was how racism is a part of every culture and not exclusive to just one. Intolerance and prejudice are not behaviours solely targeted at the colour of somebody's skin. Instead, it includes judgements made towards cultural beliefs, religion and countries of origin. Now more than ever, it's crucial to learn the importance of a diverse society to allow understanding and appreciation of the beauty the different cultures encapsulates.

In a recent paper based on the 'Human Genome Project', scientist proclaimed that there are no 'races', but in fact a 'single human race' according to biological standards. So, in other words, racism exists when race itself doesn't. This creates a social construct that suits one person's needs, whilst suppressing the wants and needs of others.

As will be highlighted in our 'The Power of Not Staying Silent' panel, it's important to speak up whenever you witness an event or behavioural pattern that is isolating somebody because of their race. Seemingly simple steps such as calling somebody out on this behaviour are what will pave the way for big changes.

As Gandhi once said:

"Our ability to reach unity in diversity will be the beauty and the test of our civilisation."

Our differences should unite us and should be celebrated harmoniously, rather than being used as an excuse to incite hatred amongst communities.

The best way to target ignorance is to build awareness – which is why we're encouraging honest and open conversations today. We believe that the reason racial ignorance still exists in today's society is due to a lack of education, so we encourage you to share the stories that you hear today and hope you leave feeling uplifted and empowered to make change.

The Need for Supplier Diversity

“My humanity is bound up in yours, for we can only be human together. – Desmond Tutu”

Daniel Taylor

Are we Equal or is it a Dream?

Daniel will be talking about exploring important questions within the sector, discussing whether minority firms are treated fairly, if big businesses are just ticking boxes to show inclusion and if hiring a diversity office is helping make a difference.

Daniel Taylor is the founder of one of the UK's most successful Interior Design & Fit-Out companies MDC Group. Awarded an MBE for contributions to Business Design & Diversity in the Workplace in 2019, Daniel brings together the ideologies of social momentum with the strategic vision to nurture the business to a multi-million-pound, global enterprise.

Within MDC he embraces diversity and is an industry champion who fosters a positive space for boards, committees, and trusts such as Creative Culture skills, Aleto Foundation, Black British Award and The Powerlist to engage inclusion as the next-generation solution to workforce strategies.



The Need for Supplier Diversity

Roni Savage

Creating Opportunities for Ethnic Minority Owned Businesses

In this talk, Roni will discuss the opportunities for businesses who employ a diverse supply chain and how to address the challenges that may prevent successful relationships through her lived experiences.

Formerly Associate Director of one of the UK's largest engineering firms, Roni Savage established Jomas Associates in 2009, a company serving land developers across the UK, undertaking site investigations, geotechnical engineering and environmental surveys, on construction projects.

In an industry where only 12% of the workforce is female, Roni is extremely passionate about gender diversity and social mobility, volunteering her time to mentor and coach others. Driven by her own experience of being the rare black woman in her position, Roni has been instrumental in advocating diversity in business, engineering and construction. She runs the largest engineering company formed by a black woman in the UK. She was invited to the Fellowship of the Institution of Civil Engineers (ICE) in 2019 and appointed Policy Chair for Construction at the Federation of Small Businesses in January 2020. She also received Honorary Fellowship of Royal Institute of British Architecture (RIBA) in 2020.



A regular speaker on matters relating to diversity in business, she is an ambassador for various programmes set up to empower and enable females from underprivileged backgrounds, to succeed as entrepreneurs. She also advises the Mayor's Fund for London on matters relating to social mobility.

Roni is a multi-award winner, named Black British Business Person of the Year in 2018, Google Top 10 Black Leaders in 2021, Natwest Inspirational Business Woman in 2018, and Forbes Top 20 Inspirational Business Women in 2021, to name a few of her many accolades. She is also a judge for Everywoman, Women in City, Black People in Construction, Ground Engineering and many other awards. She appeared on BBC Apprentice in 2019, advising Lord Sugar in his final winner selection.

Leaders, it's Time to Lead. Change Makers Need You

"Black people are often given the double burden of experiencing racism and discrimination and then being expected to fix it. Hopefully by making the theme for Black History Month magazine and website, 'Time for Change: Action Not Words' we can come together to make a change for better"- Catherine Ross – Black History Month Editor.

It takes a lot of work to become a leader. To become a great leader it takes even more work, making room to learn and reflect. Leaders need to understand most things within their organisations, yet it's often not the case when it comes to understanding systemic racism and how their roles can be used as a catalyst for change.

Shakil Choudhury said:

"Systemic discrimination is not intuitive unless you experience it directly, and only becomes widely visible through data analysis. Various studies show that CVs submitted with white sounding names such as John or Jessica can have a higher chance of a call-back for interviews than those with names like Jamal or Jagdeep. We may not even be aware we are acting with this bias, something any of us can be implicated in regardless of skin colour or identity.

To address such racist patterns, we must confront ourselves. This is tricky because self-interrogation makes many of us feel defensive, angry, or ashamed. My experience and research demonstrate that emotions are critical to facing the racial equity puzzle. Yet as a society we do not do emotions well nor academics, the de facto leaders of social justice".

Part of the planning team for this event and host of The White Male Leadership Impact Panel, Jackie Anyango, speaks of having seen a leader do exactly what Shakil Choudhury suggests everyone does.

"This leader had to engage his heart and brain, and I have seen great tangible actions in place. This specific leader will feature on the panel with me – I know that making these steps can sound scary, but it can be done. If, as a black woman without a title, I can find the courage to speak up then you can speak up too. I empower everyone who this affects to keep talking. Yes, it can be scary, but it can also be worth it. And if it does backfire, you know the true colours of the organisation you're working with."

This is a good time and place to push for change – **open your mind, open your heart and open your head.**

The White Male Leadership Impact

“If your actions inspire others to dream more, learn more and become more, you are a leader - John Quincy Adams”

Leaders in the industry talking about why they're acting now and how they're looking to attract different cultures into their workforce.

For any fundamental change to happen, we need all leaders to be part of it, in our industry majority of those leaders are white men and their voices will reach the majority. This panel features some of the biggest name in our industry today, all of whom are white male leaders who recognise the need for change and will discuss why the time is now and what they're doing to encourage different cultures to join their companies.

HOST – Jackie Anyango – Skanska

Jackie is the Customers & Markets ED&I Lead for Skanska, she started working with Skanska in 2016 and has loved working in the construction industry ever since starting on the A14 Cambridge to Huntingdon Project to now working at head office.

Jackie is also the Origins, Nationality and Ethnicity Network Lead and has been in this position since June 2020. Her objective is to empower ethnic minorities to be themselves, knowing that opportunities are open to them regardless of who they are. She aims to continue working closely with Skanska to ensure that colleagues are listened to and the right improvements are put in place to help everybody feel included, which will bring with it the diversity needed within any workplace.



The White Male Leadership Impact

Meet Your Panellists:

Harvey Francis – Skanska



Harvey is the Executive Vice President and a board member of Skanska UK Plc, as well as a member of Skanska UK's Ethics Committee and Tender Board.

Harvey joined Skanska in 2007, having spent the early part of his career in Retail Management before moving into HR.

Harvey has featured on HR Magazine's 'Most Influential' list since 2015. His specialities include business transformation, organisation development and culture change, people strategy, HR transformation, and talent management.

Patrick Flannery – Flannery Plant Hire

As the Managing Director of Flannery Plant Hire, Patrick Flannery joined the company in 2000 and has been a steady part of the business growth ever since.

Patrick is currently nominated for a Construction News Workforce Award for his work towards Inspiring Women in Construction, and continues to do what he can to implement change and create better and wider opportunities within the construction industry.



Tim O'Sullivan – Danny Sullivan Group



Tim joined the Danny Sullivan Group family business in September 2011. Tim's strong leadership skills and commitment to excellence have driven the business forward since his arrival.

Tim is passionate about embedding equality, diversity and inclusion in all aspects of the Danny Sullivan Group culture and has not just invested funds, but time and energy into making the workforce fair, inclusive and respectful.

The White Male Leadership Impact

Meet Your Panellists:

Mark Ewen – Mott MacDonald

Mark Ewen leads Mott MacDonald's Northern UK business, mapping across the Northern Powerhouse. He has worked for Mott MacDonald for over 20 years in a number of senior leadership roles and has used these roles to influence change in the business.

Mark is a chartered civil engineer and experienced project manager with extensive experience in the co-ordination, management and technical design and supervision. He is passionate about developing inclusive and diverse teams, and a strong advocate of mentorship, sponsorship and allyship.



Andrew Spencer – SCS JV

Andrew is the Head of Procurement & Supply Chain HS2, for Skanska & SCS Railways, with over 25 years of experience within the construction and infrastructure sectors. He has worked for Skanska for the past 9 years, working with customers such as National Highways, notably as the Procurement & Supply Chain Director for the A14 Integrated Delivery Team, and now collaborating with HS2 as a senior member of the supply chain collaboration hub. A multi award winning professional, and a Fellow of the Chartered Institute of Procurement & Supply (CIPS).



Is This Banter or Inappropriate?

It's a known fact that working in construction, particularly on sites, comes with a level of camaraderie with your colleagues that leads to lots of jokes and banter while at work. Often, these include harmless jibes that make fun of others around you. Most of the time, this is all in good humour and no offence is caused – however, at what point does this banter cross the line and make somebody feel uncomfortable at their place of work?

According to a recent survey from GQ Littler, the number of employment court cases concerning the use of 'banter' in the workplace in the UK rose by 45% last year. So, before you make that joke, take a minute to think about how you would feel if you were on the receiving end and ask yourself if you have an appropriate understanding of that person to know that they too will find it funny, rather than being made to feel uncomfortable.

This is by no means us telling you to not have fun with your colleagues. Instead, we just want to be sure that these levels of banter, 'trash talking' and 'inside jokes' are done in a safe enough space that, once they no longer become funny to the person they're aimed at, they are able to say so without the fear of any backlash.

Fun at work means creating a comfortable and refreshing atmosphere and building close working relationships to help stop working days becoming dull and monotonous. However, it's important to know when a certain behaviour is upsetting colleagues but they may not feel confident enough to say so. This is when banter can become inappropriate. Of course, causing offence is often unintentional, but the fear of speaking out has often affected somebody's enjoyment of their work and also negatively impacted their mental health.

As highlighted in our 'The Power of Not Staying Silent' panel today, it's important to consider the consequences of insensitive humour, and to keep yourself open to listening to somebody who might be trying to tell you that this situation is making them uncomfortable.

Toni Morrison once said:

"What's the world for if you can't make it up the way you want it?"

We believe that healthy relationships are formed through open communication, which is how today's event came to light. It's up to all of us as individuals to make the world the way we want it to be – and establishing proper boundaries within banter at work is an important step in understanding the needs of your colleagues and friends.

Meet Your Organisers

Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek. – Barack Obama

It's taken a team of determined individuals to pull this event together, here's your organisers explaining why it was important to them to make this day happen:

Jackie Anyango – Skanska



"I remember being privileged to join prestigious events across construction when I joined the industry in 2016. However, what stood out to me the most was that, in a room of around 2000 people, I only saw 1 or 2 other black people in the crowd. This led me to start this journey and to start asking why while working with leaders to unblock what stops them asking themselves that same question. It's time for us to change the industry. It won't happen overnight, but every small change still makes a difference. Why not join us and listen to the leaders that have taken those small and big steps to create the environment for change – it's time we empower you to do the same."

Laura Bradley – Flannery Plant Hire

"Coming into the construction industry this year, I've noticed that there is a diversity gap when it comes to those on site and, in particular, those in management. This is an issue that we can't ignore. We need to keep talking about and trying to change this to ensure the best possible growth for the future of our industry. In our company, we've been campaigning that 'Everybody is Welcome at Flannery' – the next stage of that is 'Everybody is Welcome in Construction'. I really believe that this is something we can achieve if we continue to work together to spread that message."



Meet Your Organisers

Rubi Sarang – HS2



"When I look across the construction industry, I see very few people that look like me. This can be difficult when navigating my own career and is one of the reasons why I am so passionate about supporting others in their development. I look forward to you joining our event today and hope you can take away some tangible actions that can be implemented within your organisation."

Martin Mirimo - SCS JV

"My favourite quote includes, 'Diversity drives innovation when we limit who can contribute, we in turn limit what problems we can solve' by Telle Whitney. I believe that strength lies in differences, not in similarities. I'm very proud to have led SCS to receive the 2022 Minority-Owned Business Champion Award of the HS2 People Legacy Inspiration Awards."



Tamara Corcoran – Danny Sullivan Group



"Companies that are committed to EDI and have strong initiatives/processes in place will thrive, improving their culture, productivity, and financial success. EDI is a no-brainer, and an area that I'm passionate about in driving. Working collaboratively is not only a great step in making a difference but the way forward and a catalyst for real change. I'm really looking forward to getting involved and discussing how we can collectively bridge the gap."

Meet Your Organisers

Vanessa Burton – Mott MacDonald

"In 2020, the Royal Academy of Engineers published that "only 9% of engineers in the UK are from a Black, Asian or minority ethnic backgrounds despite 27% of first degree qualifiers in engineering being from these groups". I believe that everyone has skills and talents to share with the world, and without barriers everyone can truly flourish to achieve their potential. I hope this event promotes working collaboratively across our sector to make change together and build a diverse, inclusive, equitable and equal industry."



Andrew Spencer – SCS JV

"My eyes were opened to different perspectives, when working alongside Jackie in hosting a Skanska Be Better Together Black History Month forum in October 2020. I heard the challenges and passion from individuals, and felt the light bulb moments in people's minds from within the supply chain. I was fortunate to be able to ask the daft questions, enabling my personal development, learning and subsequent reflection on the change needed. I really wanted to be part of today, and to play my part in future change."



Kemal Ibrahim – Flannery Plant Hire

"Diversity and inclusion have never been more important and events like today's conference will help to ensure healthy discussions and debates are being had. This goes a long way to ensuring those in prominent positions across all working sectors are doing what they can to assist in creating more openings for people who have the skill but lack the opportunities to excel in their chosen field. Creating change starts with one small action from those who have the power to be heard. There is no more room for excuses."



Coming Together as Companies

I would like to be known as a person who is concerned about freedom and equality and justice and prosperity for all people.

— Rosa Parks

HS2

HS2 is Britain's new high speed rail line being built from London to the North-West, with HS2 trains linking the biggest cities in Scotland with Manchester, Birmingham and London. It is the largest infrastructure project in Europe and the most important economic and social regeneration project in decades. HS2 will integrate with new lines and upgrades across Britain's rail system to deliver faster travel to many towns and cities across Britain not directly on the HS2 route, including Liverpool, Sheffield, Leeds, Nottingham, Derby.

HS2

SCS JV

Skanska Costain STRABAG Joint Venture (SCS JV) are working together to deliver HS2 along the final 26.4km of HS2's journey to its southern terminus in Euston. The JV will complete challenging works taking the railway from West Ruislip to Euston via Old Oak Common, building a variety of structures requiring expert precision and care. As 95% (21km) of the route will be in tunnel, SCS will be running seven tunnel boring machines (TBMs), of which five will operate simultaneously.

With an impressive logistics operation up and running and a workforce of approximately 4,500 in place, Skanska Costain STRABAG (SCS JV), the joint venture responsible for building the HS2 route through London, is now preparing to build 13 miles of twin-bore tunnels under the capital.



Flannery Plant Hire

Having celebrated 50 years of business this year, Flannery Plant Hire are proud to have grown the business from one machine in 1972 to almost 5,000 units. From starting with Patrick Flannery Snr, they now have more than 1,350 operators supporting our clients on projects nationwide.

People stand at the centre of the Flannery proposition, providing excellence in service, plant standards and safety. By listening to their clients' specific requirements, keeping abreast of the latest legislation and maintaining a relentless level of investment, they truly have an unrivalled record of delivering quality and value.

As our respected manufacturers continue to develop technology, Flannery continues to innovate. Specifically with Digital Machine Solutions, finding ways to turn data into meaningful analysis and allowing customers to make hire decisions that deliver the most effective and reliable solution for them.

FLANNERY®

Coming Together as Companies

Mott MacDonald

Mott MacDonald is a Global engineering, management and development consultancy focused on guiding their clients through many of the planet's most intricate challenges and delivering through their core PRIDE values. In 2022, Mott MacDonald was Forbes as one of the top 100 best management consulting firms. They are committed to working with people and organisations who share their vision and goals in an open and constructive manner, with the belief that working collaboratively benefits their clients, business partners, supply chain and themselves. Mott MacDonald we pride themselves in their promotion of Diversity, Inclusion, Equity, Equality through their global and regional strategies, which they believe is fundamental to provide an inclusive and equitable workplace and a fertile ground for learning, innovation and excellence.



Danny Sullivan Group (DSG)

Danny Sullivan Group is the leading supplier of skilled, professional labour in the UK, and has been serving the civil engineering, rail, transportation and construction industries since 1986. DSG exists to build better lives, enhance communities and put people at the heart of everything they do. DSG has successfully achieved the Fairness, Inclusion and Respect (FIR) Growth Assessment Embedded Level, becoming the first organisation in the construction industry to attain this new, prestigious certification. They are on a continuous journey to ensure they have equality, diversity and inclusion truly embedded within their culture.



DIG DEEPER, LOOK CLOSER, THINK BIGGER