

Diversity, equity and inclusion

Recent progress

We are committed to being a diverse and inclusive place to work and continue to build on our culture where everyone at Keller has equal opportunity to thrive.



Workshops held to help business unit teams develop local DEI action plans. Plans are now in place for every business unit in Europe and AMEA (with NA wishing to lead this at divisional level).



Listening sessions with women working on site continue with key themes being embedded in localised action plans.



Raised awareness of the 'Three Barriers to Women's Progression' in conversation with Sharon Peake, producer of the white paper.



Started tracking gender diversity statistics, including metrics around hiring and retention rates.



We continue to celebrate key global events that represent the breadth of our workforce, with sponsorship from our Executive Committee.



The Conscious Leadership Programme has been extended to Keller Australia and Austral, with ASEAN, India and Middle East Africa to follow.



Keller in the UK won Managing Director of Year 2022 and HR Director/Manager of the Year at this year's National Centre for Diversity FREDIE awards.



All AMEA offices and sites (where necessary) are now equipped with female toilets and nursing rooms.



Following its success for the Executive Committee, our reverse mentoring programme has been extended to Europe senior leadership, with 14 volunteer mentees and mentors so far.



Nine students have benefitted from our Pitcairn Geotechnical Leaders' Scholarship that encourages more exceptional, ambitious and diverse students to pursue careers in engineering.



We've increased the use of external search companies to explore wider market for key vacancies, successfully recruiting Athena Venios, business unit leader, Keller Australia.



Many of our business units in AMEA have started implementing flexible maternity leave plans and flexible return-to-work options for new mothers. Several are also improving their paternity/parental leave plans.



Established new Keller Women in Construction (KWIC) NA sub-committees for Operations, Welcoming and Data. Launched KWIC AMEA Teams Channel. KWIC Europe website to be launched shortly.

Our Inclusion Commitments

Our Inclusion Commitments bring together what we are doing to ensure a diverse, equitable and inclusive workplace at Keller



Conscious leadership
Improve accountability through inclusive and conscious leadership



Listen
Continue to evolve as the employer of choice in our industry



Empower
Empower and invest in our workforce



Evolve
Continue to evolve as the employer of choice in our industry



Partner
Partner with 'like-minded' organisations through inclusivity



Celebrate
Celebrate our differences and all that unites us



Tapping into the collective knowledge and diverse experiences of our global workforce means we can look at challenges from many different perspectives, and develop new and innovative ideas to tackle them.

We're passionate about recognising and nurturing talent, and giving everyone an equal opportunity to succeed on merit."

Michael Speakman
Chief Executive Officer