

Burmor Construction – Equality, Diversity & Inclusion (EDI) Action Plan

At Burmor Construction, we are committed to fostering an inclusive, respectful, and equitable workplace for all. The following steps outline our ongoing efforts to understand, improve, and promote Equality, Diversity, and Inclusion across our organisation.

EDI Action Plan

Action	Status	Details
1. Create EDI survey to roll out to the workforce	✅ Complete	The survey was developed to gather feedback and from our workforce on EDI-related experiences and priorities.
2. Share survey with workforce	✅ Complete	The survey was distributed to all employees to ensure every voice was heard and included in our EDI review.
3. Analyse and collate data received	✅ Complete	Responses were reviewed and analysed to identify key themes and areas for improvement within our organisation.
4. Publish EDI action plan on website	✅ Complete	This action plan has been published to demonstrate transparency and accountability in our EDI journey.
5. Roll out mandatory training for workforce	🚧 In Progress	EDI awareness and training sessions will be introduced across the workforce to ensure all employees understand and uphold our values of equality, diversity, and inclusion.

Next Steps

- Finalise and implement EDI training for all staff.
- Continue to monitor and review progress against EDI objectives.
- Maintain open channels for feedback and suggestions to strengthen our EDI approach through 2026 survey.