



UK network groups

Since Amec Foster Wheeler started on its journey to achieve greater diversity and inclusion it quickly became very clear that many of our people were passionate and committed to supporting us - some were particularly interested in setting up employee network groups aligned to our diversity and inclusion strategy.

The business benefit of network groups is simple. Not only do they provide a great forum for networking and peer support, when people feel engaged and included they are more likely to contribute their diverse opinions and ideas at work, this greater diversity of thought will result in more innovative solutions for our customers.

So, in December 2015, the Voluntary Diversity and Inclusion Network Group Procedure was launched in the UK. This explained what a network group was, how employees could establish one and what support Amec Foster Wheeler would provide to the group. As a result, in 2016 four network groups were established to help employees connect over common issues:

- Pride, which aims to promote LGBT equality and inclusion
- Clear Minds, which aims to increase awareness of mental health

- We Care, which aims to increase awareness of balancing working with care responsibilities
- Athena, which aims to promote gender balance

All our network groups are fully inclusive and anybody can join them. Over 300 people have become members of these network groups on Yammer so far and many more have engaged in the groups' activities over the year.

Here are just some of the network groups key achievements to date:

We Care

- Development of a UK Carers Procedure and associated Blueprint for Care form designed to support discussions between employees who have caring responsibilities and their Line Managers.
- Celebration of UK Carers Rights Day, UK Carers Week and Australian Carers Week.

- Webinar on 'We Care', providing unique perspectives of the thousands of colleagues who will, at some point in their career, be balancing work with caring/ caregiving responsibilities.
- Creation of a Diversity and Inclusion Video Moment to raise awareness of working and caring.





Case study

UK network groups



Clear Minds

We want to help build a work place whereby anyone can openly talk or ask for support on mental health illnesses and disorders, and to be confident that if they tell someone, they won't be judged, or treated any differently and that they still feel included in all aspects of the work life balance.



- Hosted Clear Minds Diversity and Inclusion webinar to discuss the importance of mental health and how no one should suffer in silence.
- Raised awareness across the company on different mental health issues and disorders through Yammer posts and discussions.
- Raised awareness of the Employee Assistance Programme – a 24-hour counselling and advice line.

Pride

- Supported Amec Foster Wheeler's first submission to the Stonewall Workplace Equality Index as part of a contribution towards a more diverse and fully inclusive work environment within the business (ranked 231).
- Organised Amec Foster Wheeler's first participation in the Pride parade in London, walking with InterEngineering – who work to connect, inform and empower LGBT in engineering.



- Raised awareness across the company on LGBT equality and inclusion in Amec Foster Wheeler through both external and internal communications including blogs, role model profiles, Yammer posts.

Athena

- Raise Amec Foster Wheeler's profile as a diverse and inclusive employer through participation in external events and external and internal communications.
- Continue to build strong links with Women in Science and Engineering (WISE) and Women Engineering Society (WES).
- Planning to coordinate Amec Foster Wheeler's activities in recognition of International Women in Engineering Day.

Further to signing the UK Government's Armed Forces Covenant in 2015 we are working with some of our employees to create a network group centered around supporting the UK Armed Forces community in 2017.



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