

Equal Opportunity and Diversity

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Equal opportunity in the workplace is about giving the same opportunities and treatment to all employees, trainees and applicants regardless of their age, race, sex, mental or physical disability, sexual orientation, religion... This ensures fairness and prevents discrimination at work. ■

VINCI Energies UK & RoI Values

The Company values diversity and it is in everyone's interests for the environment in which we work to be harmonious and respectful. We aim to provide a creative working environment where everyone has an equal opportunity for success. We will treat all employees fairly and with dignity and we will provide a working environment free from discrimination, harassment or victimisation. ■

An equal opportunities employer

The Company is an equal opportunities employer committed to the promotion of equality of opportunity in all aspects of employment, including recruitment, the provision of training and career development opportunities to:

- make full use of the talents of our employees;
- provide the same level of opportunity for everyone;
- improve our management practice;
- strengthen our reputation as a good employer;
- attract and retain new employees;
- show our clients that we are a fair business organisation;
- ensure that our employment and business practices do not infringe the law;
- demonstrate our commitment to being an equal opportunities employer; and
- ensure access to training.

The Company's Duties towards its Employees

All employees, trainees and applicants for employment with this Company will be given equal opportunity regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, marital status, colour, ethnic or national origins or any other condition, which cannot be shown to be relevant to performance. ■

Employees Duties towards other Employees

Each employee has a moral and legal duty not to discriminate against other employees, job applicants, suppliers, customers or any other business contacts. In addition, any employee's conduct outside of work that could have a bearing on their employment or could bring the Company's name or reputation into disrepute will be dealt with under the Company's disciplinary procedure. ■

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