

**“Inclusion practices are crucial for creating a diverse and supportive workplace culture. The Clear Assured approach of continuous improvement enables us to identify areas where we can improve our inclusion practices and ensure that all colleagues feel valued and supported.”**

Louise Houston, head of talent, resourcing and inclusion for Tarmac

# People

## Our People

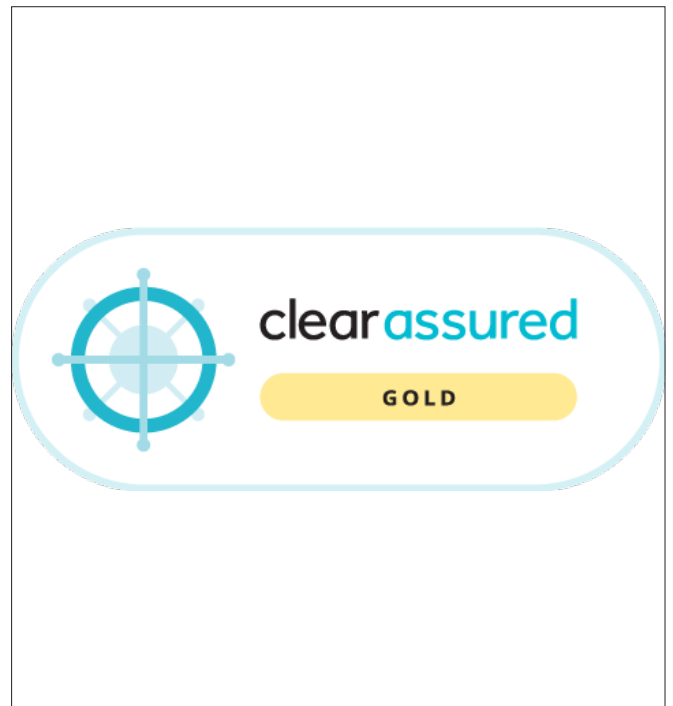
### Tarmac Celebrates Gold Accreditation for Inclusion and Diversity Best Practice

**In 2023 Tarmac successfully achieved the Clear Assured Gold Standard for its commitment to inclusion and diversity in the workplace. The Clear Assured Gold Standard, from assessment body the Clear Company, is a globally recognised accreditation which is awarded to organisations that can evidence integration of inclusion and diversity (I&D) measures across all areas, including policies, practices, and strategies.**

Marking a step up from the Silver Standard that Tarmac achieved in 2022, the improved Gold accreditation was secured following continued efforts to embed and enhance I&D practices across the business. This accomplishment positions Tarmac in the 16 per cent of Clear Assured accredited companies to have secured Gold.

Clear Assured is a rigorous framework based on continuous improvement and designed to examine all aspects of inclusion culture. Among the Tarmac initiatives identified by the Clear Company to achieve Gold Standard were the launch of a menopause policy, a full refresh of employee diversity data, and achieving Disability Confident Employer Level 2 accreditation.

Louise Houston, head of talent, resourcing and inclusion for Tarmac, said: “We were delighted to celebrate achieving the Clear Assured Gold Standard after only one year. We acknowledge, however, that the hard work absolutely does not stop here!”



At the time the achievement was announced, the head of Clear Assured, Anna Mäkinen, said: “We are thrilled to award Tarmac with the Clear Assured Gold Standard for their outstanding commitment to inclusion and diversity in the workplace. Tarmac’s efforts to embed and enhance I&D practices across the business have been truly commendable and it is great to see them rise from the Silver Standard achieved in 2022.

“Their achievement is even more notable as only a small percentage of companies in the construction sector hold this accreditation. We applaud Tarmac’s dedication to continuous improvement and creating a diverse and supportive workplace culture.”