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**National Highways Limited**

**Scope**

**People Strategy**

**Annex 06**

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| PEOPLE STRATEGY | |
| EQUALITY DIVERSITY AND INCLUSION | |
|  | The *Consultant* assists the *Client* in achieving its equality, diversity and inclusion (EDI) ambition to build an inclusive culture that encourages, supports and celebrates diverse voices to improve the experience of its employees, its supply chain (at any stage of remoteness from the *Client*) and its customers. The *Client’s* intention is to embed principles of equality, diversity and inclusion into all areas of its business, driving real change in how it works with its customers and communities, its supply chain (at any stage of remoteness from the *Client*) and its employees.  The *Client* believes that to achieve its vision of being the world’s leading road operator it needs to deliver an inclusive, accessible road network and services that meet the needs of the diverse customers and communities it serves.  This requires the *Client* to work collaboratively with its diverse supply chain (at any stage of remoteness from the *Client*) so that its working practices are inclusive, and the strategic road network is accessible and integrated for both its users and communities living alongside the network.  The *Client* therefore requires the *Consultant* to demonstrate how it develops an iterative approach in supporting the *Client* and in meeting its equality, diversity and inclusion ambitions throughout the *service*.  The *Client* also believes that to achieve outstanding performance it needs to attract, recruit, develop and retain talented people from all groups within the active labour force and then work to ensure an inclusive environment in which all can thrive.  The *Client* expects its supply chain (at any stage of remoteness from the *Client*) to share and promote the same values in terms of equality, diversity and inclusion as well as actively support its wider vision. |
| 1.2 Not Used. | |
| Employment and Skills | |
|  | The *Consultant* ensures that the skills, resources and capabilities are in place, in its own organisation and throughout its supply chain (at any stage of remoteness from the *Client*), to deliver the *service* and performance required. |
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