



Built Environment Networking Diversity & Inclusion Charter

Built Environment Networking is committed to wider engagement with people from underrepresented groups that can make a tangible positive impact towards property development, construction and economic growth in the UK.

Through our charter we want to lead the way by increasing engagement through networking, showcasing and supporting industry-wide contributions from women, people from ethnic minority backgrounds, people with disabilities, people from the LGBTQ+ community, young people and people from a socially disadvantaged background (from hereby termed underrepresented groups).

As a Company we commit to the following:

1. Built Environment Networking is committed to be an inclusive and diverse employer by providing all our staff with the same opportunities to contribute to the business regardless of age, gender, ethnicity, disability, sexuality or social background.

Diversity on the Platform:

1. We will never have single sex on-stage contributions to any of our conference sessions.
2. We will always encourage companies to put forward staff members from underrepresented groups first and foremost when organising our event content.

Diversity on the Conference Floor:

To increase the number of people that are attending our conferences from underrepresented groups, we will:

1. Help tackle reluctance to attend networking events and to network by offering industry professionals networking, exhibitor and speaking training sessions throughout the year at a number of UK locations.
2. Build partnerships with underrepresented groups, offering discounted rates to their members.
3. We'll work with universities, colleges and other educational institutions to offer free passes and exhibition space at our conferences.

Charitable Donations:

We commit to raising money annually for a chosen charity which works to tackle challenges faced by underrepresented groups. We'll do this through a variety of initiatives including:

1. Organising annual charity event/s
2. Addition of a donation button to our website checkout process, and
3. Create a Diversity Partnership Package with all proceeds going to charity

Internal Promotion:

We will ensure that our internal values mirror those externally by promoting diversity and inclusion within the workplace. We'll do this through new initiatives set to be introduced including:

1. We will allow all Built Environment Networking staff to 'give back' for one day per year, working for the day with local charities and the community.
2. Launch a new internal values scheme with quarterly and annual awards, whilst implementing a new appraisal system with the values implemented at the heart of individual aims and goals.