

# LENDLEASE

Engaging with all levels of staff and demonstrating enduring commitment to D&I with NES reaccreditation three years on

## WHAT THE CLIENT WANTED

Diversity and Inclusion has been a priority for Lendlease for many years, championed right at the top from their global leadership team and the UK CEO Dan Labbad. Almost five years ago the organisation set clear global priorities around gender equality, flexible working and inclusive leadership and invested in several programmes and initiatives to raise awareness of the importance of D&I in recognition of the growing business case and positive impact on health and safety. As is the case with all progressive companies, Lendlease also recognised the commercial advantage of being able to promote its dedication to D&I when engaging with clients and investors. Having made some significant progress in some areas of its business, the company sought a way to validate its current activities, identify leading practice solutions to address its future priorities and find a robust way to showcase its credentials to a growing range of stakeholders.

## WHAT WE DID

EY was engaged to partner with Lendlease to conduct a National Equality Standard assessment. Working with business and HR leadership teams, experienced D&I consultants gathered all required evidence to support the submission on behalf of Lendlease before conducting a series of interviews and focus groups across the various operations to corroborate findings. Through continuous consultation with key stakeholders the final assessment led to Lendlease being awarded the National Equality Standard and a presentation of results and recommendations to the management team provided clarity on areas for focus and a detailed action plan inspired and motivated action. Three years on from being awarded the NES Lendlease are undergoing reaccreditation to demonstrate an enduring commitment to continuous improvement. The reassessment measures the extent to which the organisation has maintained good practice, tests proficiency against eight new areas of good practice including mental health, inclusive leadership and gender and ethnicity pay gap reporting readiness.

## VALUE

The NES assessment created a valuable opportunity to engage staff at all levels in a dialogue about the importance of D&I. It provided a frame of reference and common language for employees to understand the progress the company was making on this key global priority. As the first construction company to be awarded the NES Lendlease were the focus of industry media coverage and the NES certification helped them to enhance talent and customer attraction and retention efforts.

