

Mace launches new Equality, Diversity and Inclusion Strategy to shape bold ambitions

3 years ago



Mace has launched a new Equality, Diversity and Inclusion Strategy to establish its ambitions over the next three years. The strategy gives the Group a clear roadmap of objectives as the business works towards becoming the most inclusive employer in the industry.

With ambitious plans to grow to £3 billion revenue and over 9,000 people based across the globe by 2026, the business is clear just how much of a crucial role diversity and inclusion will play.

Three years after launching its first EDI strategy, Mace has come a long way in terms of attracting a more diverse workforce and providing a culture where every voice is valued.

Now, with lessons learned and a strong benchmark to build from, the business is going bigger than ever before with bolder objectives to attract, develop and retain talented diverse people, create a psychologically safe environment for all colleagues to be themselves, and increase the diverse representation at all levels of leadership.

By the end of 2026, the company expects over 25% of senior-level colleagues to be women and all board and steering committee meetings to have in attendance at least 30% women and 10% underrepresented ethnic colleagues.

The strategy goes one step further too – pledging to become the first construction company to collaborate

with their strategic supply chain partners to increase diversity and ensure all partners have an EDI strategy in place. It is hoped that by establishing cross-industry connections, more innovative approaches to tackling EDI challenges will emerge.

To show a commitment to building a progressive culture, Mace has set distinct targets to achieve across the coming three years:

- Increase the representation of women to at least 35% of its global workforce
- Increase the representation of employees who have a disability by at least 3%
- Increase the representation of LGBTQ+ identified colleagues by at least 3%
- Improve the UK pay gap by at least 10% year on year

Mark Reynolds, Mace Group Chair and Chief Executive, said:

“To redefine inclusion we need to be brave, reflective, and relentlessly pursue a better way – and our Board, leaders and people are committed to just that. This strategy is our guide to help us evolve in the direction of our purpose and ambition together. We look forward to the journey ahead.”