

EMCOR UK rises to 21st in Inclusive Top 50 UK Employers

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EMCOR UK has moved up 16 places since last year to be ranked 21st in the newly released rankings by The Inclusive Top 50 UK Employers – a definitive list of UK based organisations that promote inclusion across all protected characteristics, throughout each level of employment within their organisation.

The league table of the most inclusive employers in the UK highlights best practice across all strands of diversity – age, disability, gender, LGBTQIA, race, faith and religion. Compiled by a dedicated advisory panel, the list has been collated based on each organisation's performance in a range of areas within the diversity arena.

EMCOR UK has made a number of changes and enhancements to promote diversity and inclusion such as:

- Transitioned from a stat-based strategy to a framework-led approach which revolves around five key accreditations that drive measurable progress and accountability.
- Strengthened its equality, diversity and inclusive leadership team and accreditation working teams. The team has been organised into focused working groups, each tasked with leading one of the five key accreditations outlined in its strategy.
- Adopted a holistic and intersectional approach to equality, diversity and inclusion, wellbeing and social value, resulting in a more well-rounded approach to supporting its colleagues and boosting awareness and engagement across the organisation.
- Expanded leadership roles within its 'Creating Balance' focus groups, including the introduction of ambassadors each with a specific focus.
- Increased its focus on neurodiversity and disability and launched several initiatives to support colleagues with dyslexia and autism.
- Enhanced recruitment practices to attract and retain top talent from all backgrounds with a focus on

an inclusive process. This has included the use of gender-neutral language in advertisements; diverse sourcing; unbiased screening to minimise unconscious bias; flexible working arrangements and the introduction of bias training for hiring managers.

- The launch of high-impact initiatives such participation in the 10,000 Black Interns Programme and the piloting of a reverse mentoring scheme.

Kam Singh, executive director – ESG at EMCOR UK, said: “Climbing from 37th to 21st place on the Inclusive Companies Top 50 UK Employers List highlights our unwavering dedication to equality, diversity, and inclusion. For us, being an inclusive organisation means creating a workplace where everyone can thrive. When we talk about making our business truly inclusive, it’s not just about reacting to challenges or breaking down barriers after they appear. It’s about building inclusivity into everything we do from the very start. It’s an ongoing journey, but we’re committed to growing and striving for better.”

[Inclusive Companies](#), which collates the list, is dedicated to addressing the insufficient representation of diversity in UK organisations and helping employers foster a genuinely inclusive workplace where every employee’s differences are recognised and valued.