

# MEARS

Making People *Smile*



## CASE STUDY

### A better, more responsible business

**Mears Group has been recognised for its outstanding environmental, social and governance practices by gaining a place in the FTSE4Good Index – and places Mears in the top 9% of companies in the index.**

FTSE4Good is an initiative ran by FTSE to provide an independent measure of the environmental, social and governance (ESG) practices of companies on its global index. It was set up to cater for a growing number of investors who want access to a list of companies recognised for being involved in socially responsible investment (SRI).

Mears Group has also taken the Inclusive Culture Pledge, as a visible commitment to the work it already does to promote an open and inclusive workplace.

Diversity and inclusion in the workplace was a stand-out story in 2017. Companies are putting increased focus on the need for staff at all levels to live their values and display inclusive behaviours – because it is the right thing to do, and because it is good for business.

Indeed, we have released new research, uncovered by our 'Tradeswomen into Maintenance' project, which suggests that a strategic national approach is needed to boost the numbers of women working in trade roles in the social housing sector.

The research, which was carried out by the Construction Youth Trust on Mears' behalf, was launched at a special event hosted by the Rt. Hon. Baroness Smith of Basildon at the House of Lords.

Latest figures produced by the CITB in 2016 revealed that while women make up 13% of the construction workforce, when it comes to manual roles only 1% are female.



FTSE4Good