

Supporting Equality, Diversity and Inclusion

March 2021

Diversity and Inclusion at Tetra Tech

We believe our employees are high-performing individuals who reflect the diversity of the communities in which we work and live, while also providing a better understanding of our clients' needs and project objectives. Diversity and inclusion are among Tetra Tech's core values. We bring together engineers and technical specialists from all backgrounds to solve our clients' most challenging problems. With a highly collaborative workforce of thousands of employees working from hundreds of offices around the world, Tetra Tech truly is a multinational, multicultural organization. To read more about the Diversity and Inclusion Policy and initiatives that guide the organisation as a whole please visit [Diversity and Inclusion at Tetra Tech - Tetra Tech](#).

Tetra Tech International Development Europe – What we're doing

We are working on a number of initiatives to make progress in Equality, Diversity and Inclusion. The industry of international development gives us the privilege of working in many diverse communities across the world. Even before COVID-19 sent us to our homes, we had teams working remotely every day with each other in the UK, in Kenya, in Poland, in Nigeria, in Morocco and many other countries. We are a global company that works with integrity and thrives on the contributions of every team member, wherever they are, whoever they are.

At Tetra Tech International Development Europe we can say this unequivocally: there is no place for hate, prejudice or racism, here in our company or in our wider society. We stand in support of Black, Asian, and minority ethnic groups, here, in the UK, the US and everywhere we work. It is our duty to take a good look at ourselves, to challenge ourselves and each other, and to counteract societal inequality, whether of ethnicity, gender, sexuality or disability.

But saying this is not enough. Saying we will do the right thing means nothing if it is not followed by action. So this is what we are doing as Tetra Tech International Development Europe:

- We have developed an Equality, Diversity and Inclusion policy aligned to the [Tetra Tech Diversity & Inclusion Policy](#). There is a governance structure underpinning our work in this area to ensure that the lines of responsibility and accountability are clear and effective. This is clearly articulated in our ED&I policy.
- We are driving forward the development of our Equality, Diversity and Inclusion scorecard and monitoring survey. Our Equality, Diversity and Inclusion monitoring survey has been used to collect comprehensive Equality and Diversity data. We are not in a position to measure improvement or progress without having a baseline so this is a crucial step.
- We have been running ongoing Unconscious Bias Training to learn about the behaviours and attitudes that people may not even be aware of. This is one of a range of interventions and trainings – the next interventions will be informed by what we learn from the scorecard.
- Our leadership team is working consistently to engage staff and to understand their concerns through company-wide listening sessions and structured meetings with staff representatives.

That is what we are doing now. It's different to what we were doing two months ago and, in two months' time, it will be different again, shaped and informed by what we are learning.

Ben Ward

Managing Director | Tetra Tech International Development Europe