



| | |
|----------------------------------|---|
| Company name | Balfour Beatty |
| Company website | www.balfourbeatty.com |
| Address | 130 Wilton Road, London SW1V 1LQ |
| Contact details | Tel: 020 7216 6800 Fax: 020 7216 6950 e-mail: info@balfourbeatty.com |
| Number of employees | 40,000 |
| Company summary | Balfour Beatty serves the international markets for rail, road, utility systems, buildings and complex structures. Our aim is to create shareholder value by providing engineering, construction and service skills to customers for whom infrastructure quality and reliability are critical. We are committed to customer satisfaction, first-class service, safety and a responsible approach to the environment. In 2007 our revenue was approximately £7.5bn. |
| Pay and benefits | Pay and benefits reflect good local practices and reward individual and collective performance and ensure that all applicants and employees receive equal treatment, regardless of age, origin, gender, disability, sexual orientation, marital status, religion or belief. |
| Promotion and development | Formal performance and development reviews provide opportunities for employees to identify and agree development objectives with their managers. The group has a comprehensive organisation and people review process that links the aspirations, talents and development plans of individuals to the anticipated future needs of the business. Whenever possible, we seek to promote from within. As part of our talent pipeline, we have recruited more than 500 graduates in the past three years. |
| Company culture | An open, challenging and participative environment; to enable all employees to utilise their talents and skills to the full, through appropriate encouragement, training and development; to communicate a full understanding of the objectives and performance of the group and the opportunities and challenges facing it. |
| Diversity, social responsibility | Balfour Beatty has an explicit commitment to fulfilling its responsibilities to all of its stakeholders. The long-term success of our business depends not just on the continuing delivery of the highest-quality technical skills and disciplines, but also demonstrable commitment to and achievement in fulfilling our wider responsibilities. |
| Environment and sustainability | Our environmental policy has three main goals: to work with customers to achieve more sustainable design solutions; to be a leader in environmental practices on all our sites; and to improve the environmental performance of our own offices, depots, plants and vehicle fleet. |
| Innovation | Tackling the most difficult and complex projects as a matter of routine and working in long-term partnership with major customers has a big impact in determining the group's culture. In finding solutions to one customer's challenge, the group often pioneers new ways of working and new techniques, which improve the solutions we can offer to others. Balfour Beatty has a learning culture and applies innovative techniques in creating customer value. |