

# EMPLOYERS DOMESTIC ABUSE COVENANT

## Equans' Commitment

The Employers Domestic Abuse Covenant (EDAC) aims to harness real and meaningful social change, create inclusive and positive opportunities, develop long term, sustainable solutions for victims/survivors of abuse and for businesses who recognise the need to diversify their workplace.

Equans became a signatory and delivery partner to the Employers Domestic Abuse Covenant in December 2020, making the pledge to support women affected by abuse to enter or re-enter the workplace. We are committed to creating positive futures for women through our Triple E programme:

### EMPOWER

- Mentoring Circles programme
- Get work Ready employability sessions (121 or group)

### EDUCATE

- Health & Wellbeing Brain busting
- Caring for Cash workshops
- Scam Awareness session

### EMPLOY

- Access to Equans roles and interviews where suitable
- Work placements
- 121 support for roles within Equans, working with our Resourcing team

At Equans we will also:

Work with EDAC to develop and implement a DA policy

Establish EDAC Champions across the business

Host lunch and learn sessions to raise awareness and signpost to support

Helping Hands projects to support DA service providers and charities with access to our tradespeople

Work with Safe at Home to provide cameras and lights free of charge to people at risk of post separation violence



**Pam Wright**  
Chief HR Officer

