

Building Equality Policy – Supplier Action Points Summary

Suppliers (tenderers) must address three mandatory actions.

Action 1 – Meet project gender equality targets

Contractors must ensure women perform at least:



Hours worked offsite but directly related to project delivery count.

Action 2 – Engage women apprentices, trainees or cadets

Contractors must ensure:

- Women perform at least 4% of total project labour hours as apprentices, trainees, or cadets.

Offsite training hours (as part of training contracts) count.

Action 3 – Implement Gender Equality Action Plans (GEAPs)

Head Contractors must prepare and submit:

1. Organisation-wide Gender Equality Action Plan (during Tender)
2. Project-specific Gender Equality Action Plan (during Tender)

Contract award and management

- The Building Equality Policy commitments become contractual obligations once awarded.
- Contractors must ensure all subcontractors contribute to the overall gender equality targets.

Reporting requirements

Contractors must report on all three actions throughout the project life cycle.

Action 1 – Gender equality targets

- Within 30 days of contract award: submit total estimated hours by occupation.
- Report actual hours worked by women:
 - * Every 6 months, and
 - * At practical completion.

Action 2 – Women apprentices/trainees/cadets

- Report actual hours worked by women:
 - * Every 6 months, and
 - * At practical completion.

Action 3 – Gender Equality Action Plans

- Organisation-Wide GEAP: report progress annually and at completion.
- Project-Specific GEAP: report progress every 6 months and at completion.

If Alternative Appropriate Obligations are agreed, reporting format and frequency must follow the contract-specific requirements.