

Emma McLaughlin-Edwards

Executive Director, Equality, Diversity and Inclusion



Emma joined EMCOR UK in October 2020 as Account Director and was appointed Head of ED&I in September 2022 before the promotion to Executive Director in 2023, forming part of our Executive Leadership Team (ELT).

Emma brings over 20 years' experience in the Facilities Management Sector, with extensive experience at strategic and operational senior level which acts as an incredible foundation to truly understand the needs of our customers, our employees and our supply chain partners when looking through an ED&I lens. She leads EMCOR UK's ED&I strategy and the Creating Balance Focus Groups to enhance its approach to fairness, inclusion and respect to life, and to ensure that policies and initiatives are in place to drive positive behavioural change.

Emma is passionate about driving inclusive working environments, free from judgement that allow for equal opportunities for all. Emma is motivated to ensure our people, customers and partners feel empowered by their differences and aligned by their purpose.

A Better World At Work for Emma means continuously striving to be the most inclusive organisation of choice for our employees and customers. The importance of representation and recognition is key to successfully delivering this ambitious aim and it is Emma's absolute utopia that this be seen and felt across every life we touch.

Outside of work Emma loves spending time with her wife and three children exploring the great outdoors. She enjoys an active lifestyle and keeps a healthy mind and body through running, bouldering, playing golf and hiking. She is also a huge football fan and season ticket holder at Liverpool FC.

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