



Professional



Responsible



People



Teamwork



Passionate

## EQUALITY AND DIVERSITY POLICY

The Company's vision is for Global Rail Construction to be a successful, prosperous Company that fully utilises the creativity, innovation and talents of its workers placing us at the leading edge of the sector. We want to create a supportive and inclusive environment where everyone can reach their full potential and have a real choice to participate in and contribute to our activities and processes, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered and the diversity of people's backgrounds and circumstances will be positively valued.

Implementation of this Policy will help us to achieve this vision. Having greater equality and diversity will bring many benefits to the Company achieving greater efficiency and better performance from staff. This vision will help us to more effectively address the needs of different groups in the Company.

The Company is made up of a wide range of people with diverse backgrounds and circumstances, which we value and regard as a great asset. All people and groups can experience discrimination and disadvantage that has a negative effect on their quality of life. As an indication, the types of groups that can be affected include male, female, married and those in civil partnership, pregnancy and maternity, disability, age related, those of a particular sexual orientation (same sex and/ or opposite sex) and gender reassignment, religion or belief (including philosophical belief), race (including ethnic origin, colour, nationality and national origin) and part-time workers.

The company requires that all workers and Supply Chain Partners irrespective of their background and or circumstances have sufficient working knowledge of the English language (ability to read, write and communicate in the English language) to be able to safely carry out their work and comply with instructions.

Legislation protects the rights of all these groups to ensure that discrimination is prevented and that they are given equal access to employment, education and other services. We are committed to comply with all current and relevant legislation. By adopting this Policy the Company accepts its responsibility to ensure that discrimination does not take place and that everyone in the Company is treated fairly and equally. We have therefore made the commitment to create an inclusive environment where discrimination is challenged and equality is positively promoted.


We ensure our company policy is known by all current and potential workers, Supply Chain Partners and would consider disciplinary action against any Employees who do not comply with this company policy. Non-compliance by Supply Chain Partners may result in their disqualification from future works.

Workers who may feel they have been discriminated against or suffer harassment including extension to third party harassment have the opportunity to discuss any grievance with the Management team.

It is the responsibility of everyone in the business to comply with this policy and its associated arrangements as an integral part of their day to day business.

The policy will be reviewed annually, as a minimum by the Directors in consultation with the Head of Compliance and amended as required by law should new legislation come into force or to ensure it remains relevant and appropriate to the organisation. This has been endorsed by the Management team at Global Rail Construction Limited who take direct responsibility for its execution.

**Signed on the 18<sup>th</sup> June 2019 for and on behalf of Global Rail Construction Limited.**

Signed:   
**M G Lombardelli**  
**Managing Director**

Signed:   
**P. Coleman**  
**Head of Compliance**