

Equal Opportunities Policy Statement

D2 Global believes that its workforce should reflect the community and that all groups within that community should have an equal share of the company's employment opportunities, regardless of gender, colour, race or creed. D2 Global is a non-discriminatory organisation with a belief in giving equal opportunity and support to all, no matter what race, gender or sexual orientation.

Procedures will ensure those qualifications; skills and previous experience are called for only where it is really necessary to do the job. It is not enough just to say; "We do not discriminate".

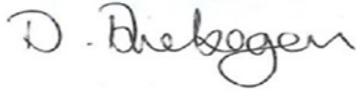
This policy covers all areas of employment: recruitment and selection, terms and conditions, promotion, transfer, training, appraisal, and selection for redundancy

D2 Global are committed to:

- Training for staff members to ensure this Equal Opportunities Policy is carried out fairly and conscientiously.
- Delivery of training in a manner, which conforms to the relevant safety legislation and the applicable Network Rail (NR) Company and Railway Group Standards.
- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Making decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act 2010).
- Ensuring staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
- Ensuring managers have training and are encouraged to take action in eliminating any sexual or racial harassment at work. This can include both physical and verbal abuse and persistent unwanted sexual advances. Discrimination and harassment will not be tolerated, and action may be taken under the Misconduct procedure against anyone contravening this.

Staff and visitors can report direct to senior management any complaints or grievances under this heading. All employees have the right to discuss their own personal record with the company's management.

This policy will be reviewed at least annually for its effectiveness and compliance will be monitored through regular inspections and audits.



Signed
CEO

Date: 14th November 2023
(Rev: 11)