

This policy establishes the Equality, Diversity and Inclusion (EDI) commitments, aims and objectives of TL Rail & Construction (TL) and sets out expectations concerning the behaviours and conduct of our people.

TL believes in and is committed to encouraging equality, diversity, and inclusion amongst our workforce and at all levels of business function, eliminating unlawful discrimination in all forms, and fostering and nurturing a culture that respects and celebrates diversity. The Company opposes all forms of unlawful discrimination relating to a protected characteristics as defined by the Equality Act 2010:

- age.
- disability.
- gender reassignment.
- marriage and civil partnership.
- pregnancy and maternity.
- race.
- religion or belief.
- sex.
- sexual orientation.

We aim for our workforce to be truly reflective of the communities in which we operate, to be representative of all sections of society, for our people and those who interact with TL to feel respected and able to deliver their best in a safe and fair environment. The policy aims to support the implementation and embedment of a culture of fairness and inclusion for all.

We aim to ensure that no employee or applicant for employment receives less favourable treatment on the grounds of any protected characteristic or combination of characteristics. The rights obligations and expectations set out in this policy apply to all employees, whether part-time or full time, on a substantive or fixed-term contract, and to associated persons such as agency staff, contractors, sub-contractors, suppliers, former employees, and applicants.

It is each employee's personal responsibility to apply this policy to their own working practices and adhere to the obligations and expectations. Repeated or intentional failure to comply with the obligations and responsibilities of this policy, to discriminate, intimidate, harass, or victimise colleagues or associated persons, whether internal or external to TL, may result in the disciplinary policy being invoked and may lead to dismissal.



Michael Richards
Managing Director
1st January 2023