

## Equal Opportunities & Diversity Policy Statement

It is the policy of Haigh Rail Limited to ensure that no job applicant, member of staff or trainee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

In making this statement we would also like to confirm that we are committed not only to our legal obligations under equal opportunities legislation, but also to the development and support of a positive culture that supports compliance throughout all aspects of our operations.

It is also policy of Haigh Rail Limited to make every effort wherever it is reasonably practicable so do, to retain the services of any currently employed staff member who for any reason suffers illness, personal hardship or disability.

Furthermore we shall also ensure access and use of the facilities we provide shall take into account the needs and expectations of the staff we employ or require to gain access such that their personal capability or disability shall in no way preclude them or compromise their personal safety or dignity.

In making this policy, Haigh Rail Limited confirm it shall be actively applied throughout all aspects of its operations, both current and as it develops and as such it shall be subject to its internal monitoring arrangements, the outcome of which shall be made available to any external / 3<sup>rd</sup> Party interest following a reasonable written request to the Managing Director.

A handwritten signature in black ink, appearing to read 'Chris Haigh', written in a cursive style.

Chris Haigh  
(Managing Director)