

## Equality, Diversity, and Inclusion Policy Statement

Kent Group recognises the importance of equality, diversity, and inclusion. We operate in an increasingly diverse community, and we understand that the people who provide and use our services have diverse characteristics and different experiences, needs and aspirations. We value the diversity, individuality, and creativity that every worker potentially brings to the workforce. By making sure we promote equality, diversity, and inclusion we will be helping everyone to perform at their best and realise their potential.

Our objective is to be a more open, diverse, and inclusive organisation. To realise this, we are committed to providing a working environment which recognises that people from different backgrounds, experience and abilities can bring new ideas and innovation to improve our business and practices.

The purpose of this policy is to ensure equality, fairness and respect for all workers, job applicants, clients, and customers, irrespective of their gender, gender reassignment, marriage, civil partnership, pregnancy, maternity, paternity, race, colour, nationality, ethnic or national origin, religion or religious beliefs, disability, sexual orientation, or age.

### *Principles*

- Workers, job applicants, visitors, clients, and customers will be treated fairly, openly, and honestly, and with dignity and respect.
- No job applicant or employee will receive less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of their gender, gender reassignment, marriage, civil partnership, pregnancy, maternity, paternity, race, colour, nationality, ethnic or national origin, religion or religious beliefs, disability, sexual orientation, or age
- Kent Group will endeavour to offer support to employees through their changing circumstances for e.g flexible working, conference calling to reduce time away from family, and will make reasonable adjustments to assist people through changes in their personal health
- Recruitment, training, and promotion opportunities will be made as widely available as possible.
- Selection criteria for employment, training and promotion opportunities will be entirely related to the job and decisions will be open and transparent
- Everyone has the right to work and do business in an environment free of unlawful discrimination and harassment. We will develop an environment where everybody has the opportunity to express themselves and raise ideas regarding their work
- Any worker, visitor, client, or customer who believes he or she is being discriminated against, victimised, or harassed should raise the matter through the company's complaints procedure
- Should any investigation following a complaint of harassment or discrimination find the complaint to be justified, then disciplinary action will be taken against any worker found responsible for harassment or discrimination

We recognise the contribution of a diverse labour force to the history of the rail industry. We see equality legislation as setting minimum standards. In promoting equality, we want everyone to have access to jobs, training, and development opportunities and for all people to be treated fairly

We will ensure that all our workers, customers and clients are aware of the policy, and that they understand that they have a responsibility to observe it.

Kevin Kent  
Managing Director  
Signed



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