



RACE RELATIONS POLICY STATEMENT

D&D Rail Limited believes that its work force should reflect the mix of cultures within the community and that all groups within that community should have an equal share of the company's employment opportunities, regardless of colour, race, creed or gender.

Many groups of people face special difficulties in the employment field. The company pursues a programme of positive action to assist all groups of people to overcome their disadvantaged positions and compete more fairly for opportunities that exist in employment, training and promotion.

Special attention to priority groups will benefit the company's work force as a whole.

Procedures ensure those qualifications, skills and previous experience are requested only when required. Staff are instructed to ensure that the Race Relations Policy is operated fairly and conscientiously. Positive action to promote special interests will be undertaken by the company if considered necessary.

Advertisements for positions placed by the company will state that the company is an "Equal Opportunities Employer" and encourage members of minority groups to apply.

The company will examine all its work places from time to time to ensure that no materials of racist nature are in evidence. Where appropriate, it shall be determined whether staff or operatives have suffered any racial discrimination or if they believe that any work delegation or instructions have been influenced by racial discrimination. Managers and Supervisors are encouraged to take action in eliminating racial harassment at work. This includes both physical and verbal abuse.

Operatives may report direct to the Managing Director any complaints or grievance under this heading. The Directors will organise training on racial awareness, if felt appropriate.

All personnel are made aware that contravention of these procedures will lead to disciplinary action being taken with the possibility of dismissal for repeated offences. This policy is encouraged throughout the company.

This policy is to be reviewed annually (as a minimum) unless there are changes in the responsibilities of the persons named within it or other changes of substance, in which case a revised policy will be issued immediately to all existing policy holders.

A handwritten signature in black ink, appearing to read 'David Farrow', written over a light blue horizontal line.

David Farrow M.B.E.
Managing Director
D&D Rail Limited

1st July 2019