

Equal opportunities, diversity and inclusion

The Go-Ahead Group recognises the importance of equal opportunity, diversity and inclusion. We operate in increasingly diverse communities and recognise and appreciate the diversity of our customers, employees, suppliers and other stakeholders.

Go-Ahead is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment or to customers.

We believe that a diverse workforce will contribute to business success and we are committed to creating inclusive working environments across all of our Group companies where everyone is able to fulfil their potential.

Striving to ensure the work environment is free of harassment and bullying and that everyone is treated with dignity and respect are important aspects of ensuring equal opportunities in employment.

We will provide training in equal opportunities, diversity and inclusion to managers and others likely to be involved in recruitment or other decision-making where equal opportunity issues are likely to arise. We will also provide training to all employees to help them understand their rights and responsibilities under Group's discrimination bullying and harassment policy.

Every employee is required to assist Go-Ahead in meeting its commitment to provide equal opportunities in employment.

Go-Ahead will not discriminate unlawfully against customers using or seeking to use goods, facilities or services by provided by us and our subsidiary companies.

Protected characteristics covered by law are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origins, nationality and colour), religion or belief, sex and sexual orientation. In addition other factors such as part-time and fixed-term status provide no basis for less favourable treatment.

The policy will be monitored periodically by Go-Ahead to judge its effectiveness and will be updated in accordance with changes in the law. In particular Go-Ahead monitors the ethnic and gender composition of the existing workforce and of applications for jobs (including promotion) and the number of people with disabilities within these groups, and will review its equal opportunities in accordance with the results shown by the monitoring. If changes are required Go-Ahead will implement them.