

Equal opportunities, diversity and inclusion

The Go-Ahead Group recognises the importance of equal opportunities, 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 employment opportunities and to avoiding unlawful discrimination in our employment practices and in our engagement with our customers.

We believe 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.

We will provide equal opportunity, diversity and inclusion training to our 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 the Group's discrimination bullying and harassment policy.

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

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 is monitored periodically by Go-Ahead to judge its effectiveness and is 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 and within the confines of the relevant UK employment and disability laws. If changes are required, Go-Ahead implements such changes to ensure we have an up-to-date and effective policy.