

Equality, Diversity and Inclusion Policy

Businesses with a diverse workforce consistently out-perform their competitors. This is because having a more diverse range of people leads to greater innovation, something GB Railfreight prides itself on. We want to create a diverse workforce with a fair and inclusive culture for the benefit of all at GB Railfreight and its customers. To do so we are committed to the following measurable goals:

1. Create a safe and inclusive environment for all employees and eliminate discrimination, harassment and victimisation
2. As a minimum, double our racial diversity across the business by 2025
3. As a minimum, double our gender diversity across the business by 2025
4. Decrease the gender pay gap year on year
5. Increase the diversity of our Executive Committee (Directors & Heads of) and Board (Directors) and have our first female Director by the end of 2023
6. Become a signatory to and fully implement the EDI industry charter

The most effective way to achieve significant gains in Equality, Diversity and Inclusion is through leadership and a culture of accountability that is driven from top to bottom. Progress against these goals will be measured in the following ways:

1. Cultural climate improvements measured through our annual or pulse survey with consistent questions.
- 2, 3, 4 and 5. Measurable through data we currently collect. For (3) female representation is currently 10% so our target for 2025 will be 20%. To achieve (5) we will ensure all shortlists for Executive positions must have a 50/50 gender split.
6. Signatory to the EDI Charter.

Behind each of these goals are policies – some live, some in review, some in development – which will help us reach our ambition. These policies are developed and enacted through the People and Culture Working Group. Everyone at GB Railfreight has a part to play to ensure our culture is one in which people are respected, appreciated and protected.

As the Board of Directors we pledge our commitment to these goals and will report progress on a bi-annual basis.

Signed



September 2021

