

Northern Trains Limited

Equality Statement

Northern Trains Limited (NTL) is committed to eliminating unlawful discrimination, harassment, and victimisation, advancing the equality of opportunity between people, and fostering good relations between those who share a protected characteristic and those that don't.

Protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and Civil Partnerships

This applies to both NTL colleagues and customers.

Policies and Procedures

NTL has policies and procedures in place to ensure that equal opportunities are considered for all, and to tackle discrimination. These include;

- Diversity and Inclusion Policy
- Transgender Support Policy
- Dignity at work procedure
- Blind Recruitment
- Sexual Harassment at Work Policy
- Standards of Behaviour
- Flexible Working Policy
- Becoming a Parent Policy

In addition to the above NTL also hold the following accreditations that support an inclusive and diverse environment;

- Investors in Diversity accreditation from the National Centre for Diversity

This statement will be updated annually to reflect the ongoing work Northern Trains Limited is doing to continually improve.