

## TRL Diversity and Equality Statement

At TRL, we proudly embrace diversity as a cornerstone of our strength and innovation. We commit to create a workplace that values and celebrates individuals of all backgrounds, abilities, and identities.

We are dedicated to fostering an inclusive environment that welcomes everyone, regardless of age, disability, gender, partnership or relationship, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

To ensure fairness we prioritise evidence-based decision-making. We actively engage in continuous learning, training, and regular reviews of our practices, aiming for transparency and openness in every aspect of our operations.

TRL has procedures to address any concerns related to discrimination, harassment, bullying or victimisation. We are committed to handling such matters fairly, promptly, confidentially, and with utmost care. Your voice matters, and we are here to listen and act.

We continually review our Diversity, Equality, and Inclusion (EDI) procedures to ensure they evolve with best practice and the changing needs of our dynamic and diverse workforce, our clients and the communities we serve.

TRL ensures these principles are reflected in its Employee Values and apply to all processes relating to employment, training, and all dealings with customers and clients.

Everyone at TRL takes full accountability for driving and championing diversity and inclusion across the organisation. We understand that true progress begins with leadership and commitment and this reaches throughout our company.

For employees, full details on TRL's EDI Procedure and Anti-Harassment & Anti-Bullying Procedure are available on our intranet, along with our separate policy statements and the Staff Handbook.



Paul Champion  
**Chief Executive**  
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