

# TRL Diversity and Equality Policy Statement



TRL aims to employ a workforce that reflects the diversity of the community at large and commits to treat people fairly, equally and with respect and dignity. Such treatment is irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

TRL encourages evidence-based decision making, founded on meritocracy, fairness and openness.

TRL is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings.

TRL provides an inclusive working environment which is free from unlawful discrimination, harassment or victimisation. It is the responsibility of every individual to help maintain this working environment; behaviour, actions or words that contravene this policy will not be tolerated.

TRL ensures these principles are reflected in its Employee Values and apply to all processes relating to employment and training and to all dealings with customers and clients. Decisions relating to customers and communities will be based on business-related criteria only and irrelevant information will not form part of the process.

Full details on TRL's Diversity and Equality Policy and Bullying and Harassment Policy are contained within the Staff Handbook, available on the intranet.

A handwritten signature in blue ink, appearing to read 'Paul Champion'.

Paul Champion  
**Chief Executive**  
July 2020