

Southern Cranes and Access Limited recognise that in our multicultural society everyone has a contribution and a right to equal opportunity in all environments, and believes that its workforce should reflect the community and that all groups within that community should have an equal share of the company's employment opportunities, regardless of gender, colour, race or creed.

The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trade union activity and age. Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

The Equality Act 2010 prohibits harassment related to gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age. For more information see the Equal Opportunities section of our Human Resources Manual.

Southern Cranes and Access Limited is a non-discriminatory organisation with a belief in giving equal opportunity and support to all, and is committed to the delivery of all its operations, including training in a manner, which conforms to the relevant legislation and where relevant the applicable Railway Group Standards.

All employees will be given equality of opportunity within the Company's service and will be encouraged to progress within the organisation. To ensure that direct or indirect discrimination is not occurring, recruitment, wherever possible, and other employment decisions will be regularly monitored in conjunction with ethnic records of job applicants and existing employees. The Company is committed to a programme of action to make this policy fully effective.

Southern Cranes and Access Limited is an equal opportunities employer.

A handwritten signature in black ink, appearing to read 'R. Sadler', written in a cursive style.

Robert Sadler
Assurance and HR Director

Date: 6th May 2026

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