	Equality & Dignity Policy	Issue number:	Document Reference:
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OSL Rail Limited is an equal opportunity employer & contractor and is fully committed to a Policy of treating all its employees, contractors and job applicants equally.

OSL Rail will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability.

OSL Rail will take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and that is free of harassment based upon an employee's race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability.


OSL Rail will not condone any form of harassment, whether engaged in by employees or by third parties who do business with the OSL Rail.

Employees have a duty to co-operate with OSL Rail to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying. Action will be taken in accordance with OSL Rail disciplinary procedure against any employee who is found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation.

Serious breaches of this equality and dignity at work Policy statement will be treated as potential gross misconduct and could render the employee liable to summary dismissal. Employees must also bear in mind that they can be held personally liable for any act of unlawful discrimination. Employees who commit serious acts of harassment may also be guilty of a criminal offence.

You should draw the attention of your immediate manager to suspected discriminatory acts or practices or harassment. You must not victimise or retaliate against an employee who has made allegations or complaints of discrimination or harassment or who has provided information about such discrimination or harassment. Such behaviour will be treated as potential gross misconduct in accordance with the Company's disciplinary Procedure

Mathew Conway
Director



John O'Boyle
Director

