
Equal Opportunities Policy

First Class Partnerships Limited will operate and promote an equal opportunities policy which will ensure that all people within the company are treated fairly and equally irrespective of gender, race, colour, disability, age, sexual orientation or religion.

In carrying out its core functions **First Class Partnerships** will:

- Enhance business competitiveness through promoting equal opportunity as the basis for recruitment and development to ensure a consistent and objective approach by Directors and managers.
- Promote best recruitment and employment practice to employers to ensure applicants are drawn from the widest possible area and that all employees have the chance to realise their full potential.
- Influence Rail sector employment and skills strategies based on our beliefs in the need to promote Equal Opportunities and seek commission to research labour market profiles and skills needs to ensure the future success of the Rail Industry.

In developing approaches to tackling equal opportunities in employment and training **First Class Partnerships** will seek to promote a diversity policy within the Rail industry whereby differences in race, gender, physical ability and so on are to be valued and will provide long term benefits in improving access to a wider pool of talent, enhancing Rail user and FCP Customer satisfaction, becoming an employer of choice and averting the costs of discrimination