



Equality & Diversity Policy

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Date 26/06/2026

Document Control Sheet and Version History

Version	Date	Owner	Comments
1.0	14/11/2023	Patricia Rogers	
2.0	21/08/2024	Patricia Rogers	Reformatted and renumbered for new doc library
3.0	10/03/2025	Patricia Rogers	Addition of section 1.3 Reporting & Handling Complaints.
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5.0	26/06/2025	Patricia Rogers	Changed template due to re-brand, reference to D2 updated to new business name. Document references with prefix D2 - changed to prefix TR.

Version	Prepared by	Approved by
5.0	Name: Patricia Rogers Role: HR Manager Date: 26/06/2026	Name: Simon Blair Role: CEO Date: 26/06/2026

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1. Equality & Diversity Policy Statement

TSA Riley Infrastructure Ltd is committed to creating and sustaining a positive and supportive working environment for our staff, where staff are equally valued and respected.

Diversity - We view the diversity of our staff and students as a great asset.

Equity - We believe in the equitable treatment of all.

Global is a non-discriminatory organisation with a belief in giving equal opportunity and support to all, no matter what race, gender or sexual orientation.

This policy covers all areas of employment: recruitment and selection, terms and conditions, promotion, transfer, training, appraisal, and selection for redundancy

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. at meetings, social events and social interactions with colleagues) or which may impact on TSA Riley Infrastructure Ltd's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to TSA Riley Infrastructure Ltd).

1.1 Commitment to equality and diversity

TSA Riley Infrastructure Ltd believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the workplace.

To this end, TSA Riley Infrastructure Ltd acknowledges the following basic rights for all members and prospective members of its community:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential.
- TSA Riley Infrastructure Ltd will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic as noted in the Equality Act 2010:
 - sex.
 - gender reassignment.
 - marriage and civil partnership.
 - pregnancy and maternity
 - race (including ethnic origin, colour, nationality and national origin).
 - disability.
 - sexual orientation.

- religion and or belief.
- age.

In addition, TSA Riley Infrastructure Ltd will comply with all relevant legislation and good practice and commit to the following:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

1.2 Dealing with discrimination

Bullying, harassment or victimisation of any individual will not be tolerated, and any allegations will be taken seriously and dealt with appropriately under the misconduct procedure.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. TSA Riley Infrastructure Ltd will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably as a result.

1.3 Reporting & Handling Complaints

If an employee experiences or witnesses' discrimination, they should:

- Report it to their line manager or HR in confidence.
- Use the grievance procedure if a formal complaint is required.
- Be protected from retaliation for raising concerns in good faith.

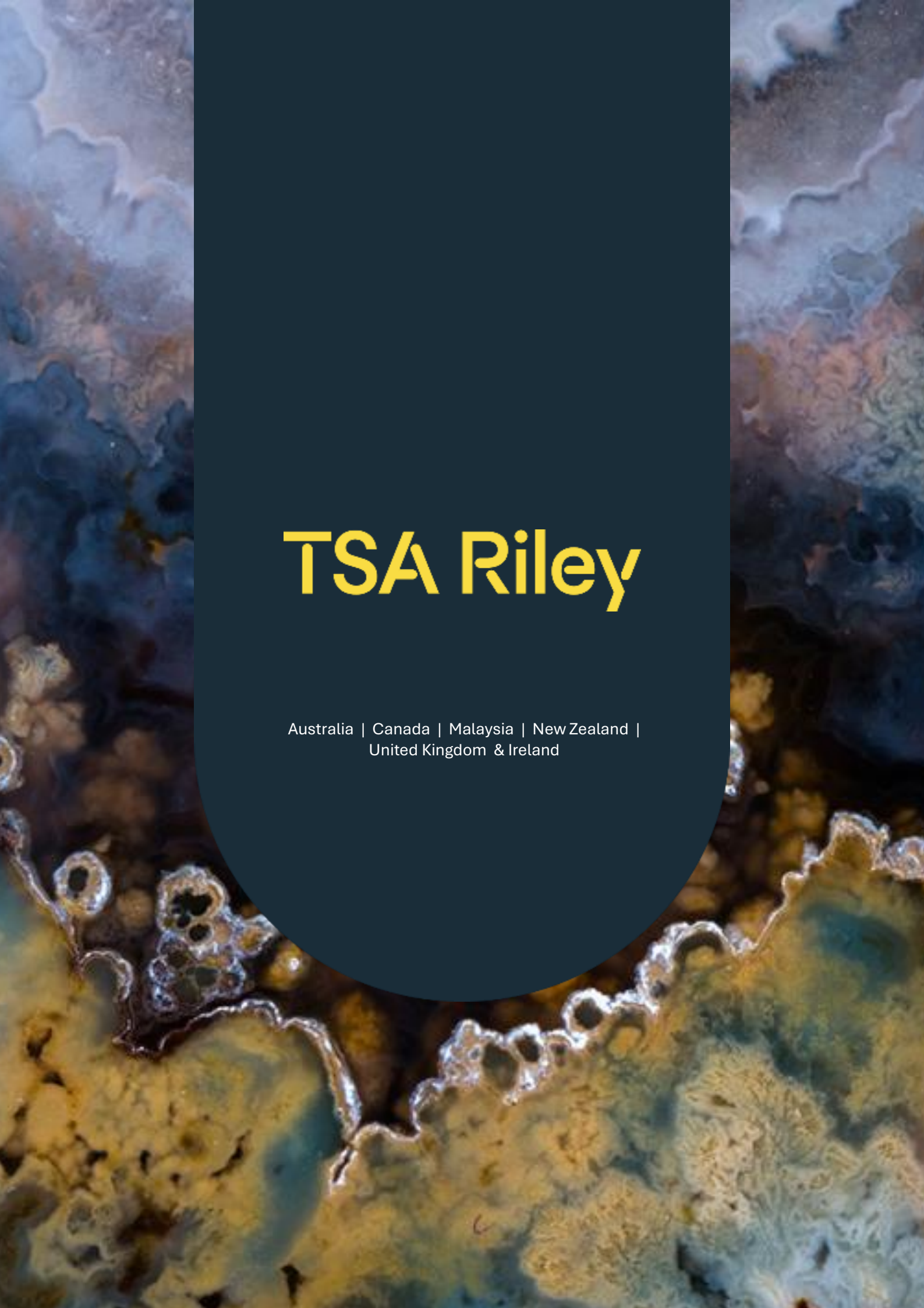
All complaints will be investigated promptly and fairly, with appropriate action taken where necessary

1.4 Equal Opportunities

TSA Riley Infrastructure Ltd 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. TSA Riley Infrastructure Ltd is a non-discriminatory organisation with a belief in giving equal opportunity and support to all, no matter what race, gender or sexual orientation.

Procedures will ensure those qualifications; skills and previous experience are called for only where it is necessary to do the job. It is not enough just to say; "We do not discriminate".

This policy will be reviewed at least annually for its effectiveness and compliance will be monitored through regular inspections and audits.

The background of the image is a complex, abstract composition. A large, dark blue, semi-circular shape dominates the center, serving as a backdrop for the text. The surrounding areas are filled with intricate, organic patterns in shades of blue, green, yellow, and brown, resembling marbled paper or natural textures. The overall effect is one of depth and artistic sophistication.

TSA Riley

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