

Railway Enginemen's Assurance Society Limited
Diversity Policy

Policy Statement

Railway Enginemen's Assurance Society is dedicated to promoting diversity and eliminating discrimination in the workplace. Railway Enginemen's Assurance Society recognises the importance of diversity in creating an inclusive culture amongst the workforce and the Management Committee, and is committed to promoting the inclusion of a range of perspectives, ideas and talents.

The policy is applicable at Management Committee level because we recognise that a diverse and representative Management Committee will bring a beneficial style of governance to the Society, grounded in diversity of experience.

Our aim is to ensure that each employee will be respected and valued and able to give their best as a result. We seek to ensure that all employees are treated equally and fairly in our employment regardless of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, national origin, religion or belief, or sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Our aim is for our workforce to be representative of all sections of society and our membership, and for each employee to feel respected and valued. All employees, whether part-time, full time or temporary will be given help and encouragement to develop their full potential and utilise their unique talents to maximise the efficiency of the organisation and promote a culture of doing the right thing for the membership.

Selection of candidates for employment, promotion, training, or any other benefit will be based on aptitude and ability.

Our Commitment:

- To promote equality in the workplace, which Railway Enginemen's Assurance Society believes is good management practice and makes sound business sense.
- To create a working environment that promotes dignity and respect for all and that is free of bullying, harassment, victimisation and unlawful discrimination.
- To take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees and any others during the organisation's work activities.
- To encourage anyone who feels that they have been subject to discrimination to raise their concerns, in line with established procedures.
- To regularly review all our employment practices and procedures to ensure that we meet the expectations of our Regulatory bodies in respect of diversity.

This equality and diversity policy is fully supported by the Management Committee and senior management.

Purpose

The Management Committee has set this policy in the interests of delivering a well governed and successful business for the benefit of all in the Society. It also sets the Policy because of the general legal requirement not to discriminate and to meet the expectations set by the Prudential Regulatory Authority and the Association of Financial Mutuals' Annotated Corporate Governance Code in respect of Board Diversity.

Scope

The Policy applies to all of our business activities.

Risks

The Policy seeks to mitigate the risk of the business not being as successful as it could be if it did not select its employees from the widest possible range. It also mitigates the risk of legal action being taken against the Society as a result of a discriminatory act on the grounds of race, gender, religion or lifestyle. The Society's regulator also has a requirement for a Diversity Policy to be in place.

Failure to successfully mitigate the above risks could lead to reputational damage, financial losses and regulatory sanctions.

Policy Governance

The Management Committee has ultimate accountability and authority for this policy.

The Chief Executive is responsible for developing and implementing this policy.

Review

This policy will be reviewed by the Management Committee every two years.