

Equality Diversity and Inclusion Policy

Purpose:

High Speed Two (HS2) Limited ('HS2 Ltd') is committed to developing, maintaining and supporting a culture of equality, diversity and inclusion (EDI) in its workforce and in the planning, design, construction and operation of HS2.

Principles

This policy applies to all workers including employees, consultants, temporary workers, agency staff, secondees and other third parties working on behalf of HS2 Ltd. It applies to the Board of HS2 Ltd in the discharge of their duties. It also applies to suppliers, sub-contractors and agencies in our supply chain. This Policy sets out how HS2 Ltd will address the needs of people and communities who have protected characteristics as specified within Equality Act 2010.¹

HS2 Ltd will:

- engage with all stakeholders fairly, respecting people and places as we build HS2;
- ensure the design and operation of the HS2 railway, stations and trains are accessible to all;
- create a safe and inclusive work site culture where everyone goes home safely;
- create a diverse, inclusive and skilled workforce at all levels;
- build and maintain a diverse supply chain that promotes fair employment practices and brings economic benefits to all.

Applicability, implementation and resources

This policy will be implemented as follows:

Delivering HS2

HS2 Ltd will:

- Embed equality, diversity and inclusion in all its activities
- Work with stakeholders, in line with the HS2 Community Engagement Strategy including:
 - Other transport providers;
 - Affected parties including but not limited to tenants, landowners, occupiers and their representatives;

¹ The Equality Act 2010 describes 'protected characteristics' as: age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership.

- Local communities and interest groups; and
- Local and national government, professional bodies and industry.
- Approach its activities proactively by:
 - Minimising the potential for discrimination, harassment and bullying;
 - Seeking out opportunities to promote and deliver inclusive design, development and operation;
 - Creating a safer and inclusive work site culture where operatives are free from discrimination, bullying and harassment, and the risk of modern slavery
 - Seeking out the views of stakeholders; and
 - Taking necessary steps so that people with protected characteristics do not experience disproportionate disadvantage as a result of the planning, design, construction and operation of the HS2 Programme.
- Create opportunities for local, disadvantaged and underrepresented people and companies to benefit from the investment in HS2 by:
 - Increasing equal skills and employment opportunities; and
 - Promoting equal outcomes in the services HS2 provides.

HS2 Ltd Workforce

HS2 Ltd is committed to equality, diversity and inclusion in the ways we work and behave. We will achieve this by:

- Developing and implementing recruitment and selection policies and processes that are open, fair and inclusive, and that enable the selection of the best talent;
- Developing and implementing talent management policies and processes that are open, fair and inclusive;
- Building a workforce that reflects the diverse communities along the line of route;
- Promoting an environment free from discrimination, harassment, bullying and victimisation and tackling any behaviour that breaches this;
- Providing training, support and encouragement to employees and workers so that they can develop their careers and enhance their contribution to HS2;
- Making all employees and workers aware of their responsibility for promoting equality diversity and inclusion in their work; and
- Engaging our workforce in the development of HR policies and practices, through a range of mechanisms including Staff Networks and the Workplace Forum.

Procurement and supply chain diversity

HS2 Ltd requires that all contractors directly and indirectly supplying works and services comply with this policy. A copy of this policy will be provided to all sub-contractors, consultants and suppliers appointed to work for the HS2 Programme.

All such organisations are required to make available the resources to comply with this policy and to deliver the relevant scope of services and Works Information, in the delivery of services they are providing.

Failure to comply with the requirements of this policy may result in contractors being excluded from future tendering opportunities with HS2 or removed from the HS2 Ltd approved list of suppliers.

Raising concerns and finding resolution

All employees and workers should treat each other with dignity and respect whilst at work. Any employee who feels they have not been treated in accordance with this policy is entitled to raise the matter through the Grievance Policy and Procedure or the Harassment and Bullying Policy. We encourage informal resolution and will provide a helpline for people to call for help and advice.

All complaints will be taken seriously and will be dealt with promptly and confidentially. If an employee or worker is found to have breached the Equality, Diversity and Inclusion Policy, they may be subject to disciplinary action which could potentially result in dismissal.

Members of the public who wish to make a complaint about HS2 Ltd can do so using our Complaints Procedure which can be found on the HS2 website. All complaints will be dealt with fairly and respectfully, regardless of the protected characteristic of the individual making the complaint.

Assistance will be given to people who wish to make a complaint but require support or a different format to do so.

Monitoring and review

We regularly collect, monitor and analyse diversity data; including information about the gender, age, ethnicity, sexual orientation, religion and belief or disability information provided by employees and job applicants. We use this data to inform our decision making and improvement priorities and to make sure all our processes and practices are fair and inclusive across the whole HS2 programme.

We report and measure incidents with EDI implications through our Health and Safety reporting system to drive improvement in the safety and inclusivity of our sites.

We publish an annual Equality Diversity and Inclusion Report, which includes the EDI data we collect and monitor.

We will undertake a formal review of this policy at regular intervals or after significant changes in our business operations or legislation and communicate the changes to those who are bound by this policy.

Implementation

This policy will be implemented through the HS2 Management System. Implementation by suppliers, and contractors will be achieved through contracts and agreements developed by HS2 Ltd.

Executive Owner:

The Human Resources Director is the Executive Owner of this policy and is responsible for maintaining the accuracy and relevance of its contents and for periodic review and update to reflect changing circumstances.



Approved on: 18/06/2025

Mark Wild
Chief Executive Officer
HS2 Ltd