

Diversity and Inclusion Policy

Rail First embraces a strong belief in the advantages of an inclusive workplace in which individuals of varied backgrounds and perspectives are welcomed, encouraged and given the opportunity to contribute and achieve their full potential.

Vision

Ours is a work environment where employees are valued for their distinctive experiences and the strength of their contribution.

Purpose

To create a work environment where people are free to achieve their best, without encountering discrimination regarding their gender, ethnicity, age, disability, national origin, religion, sexual orientation or cultural differences.

Policy Statement

We believe that diversity and inclusion is individuals from different countries, cultures, ethnicities, generations and all the other unique differences in our backgrounds that make each of us who we are, are treated fairly and equally.

To achieve our vision, we will:

- Conduct an annual workplace gender equality compliance review of wages, salaries and employment conditions of our employees and labour hire workers to ensure compliance with Australian workplace profiling and reporting.
- Offer flexible work options to ensure a balance between career and family obligations.
- Create a work environment where people are free to achieve their best, without encountering discrimination regarding their gender, ethnicity, age, disability, national origin, religion, sexual orientation or cultural differences.
- Recruit from a broad, diverse pool of qualified candidates at all levels.
- Not tolerate any form of unlawful discrimination, harassment or retaliation of an employee who raises concerns or provides information about such conduct.

Beata Lipman
Chief Executive Officer