

Equal Opportunities & Diversity Policy

National Express Group is committed to ensuring that all members of staff in the Group are treated fairly and are valued irrespective of disability, race, gender, sexual orientation, marital status, nationality, religion, employment status, age or membership or non-membership of a Trade Union.

This means that no one is to receive less favourable treatment on any of the above grounds or is to be disadvantaged by requirements or conditions which cannot be shown objectively to be justifiable. In the event that an employee becomes disabled during their period of employment we will seek to retain their services wherever possible.

A key philosophy of the Group encourages devolved decision making allowing local management to make decisions in order that we can best respond to local transport needs. Each subsidiary's Board will be responsible for ensuring both the implementation of this policy and compliance with relevant local legislation.

Every member of staff at National Express Group has a personal responsibility to:

- treat people fairly and without prejudice;
- value and respect others;
- ensure that no one is harassed, victimised or bullied in the workplace;
- promote a work environment where everyone feels confident to report incidents that are unfair or personally offensive;
- seek to develop their own skills and encourage others.

Gender Pay Gap

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, National Express is required

Our Gender Pay Gap Report is available for download on www.nationalexpressgroup.com