

Equal Opportunities Policy

People are to be judged solely on merit and ability during recruitment, selection, training, development, promotion and throughout their employment with GM Rail Services Ltd regardless of race, religion, age, or sexual orientation. This policy of Equal Opportunities, applies to all persons working for GM Rail Services Ltd.

Every employee of GM Rail Services Ltd has an obligation to promote an equal opportunity environment throughout the company.

As an employee of GM Rail Services Ltd., you have a duty to observe and apply this policy at all times. Violation of this policy is a serious offence and may result in disciplinary action and / or summary dismissal.

A handwritten signature in black ink, appearing to read 'D Whitley', with a stylized initial 'D' and a long, sweeping underline.

D Whitley - Managing Director

Date 26th June 2006