



### Equality

- The successful tenderer shall employ an Equal Opportunities policy which complies with the Equality Act 2010 not to discriminate on grounds of Gender, Sexual Orientation, Pregnancy, Maternity, Gender Re-Assignment, Colour, Race, Ethnic or National Origin, Disability (physical or mental), Religious Beliefs, Age, under relevant UK legislation or the equivalent legislation which applies in all the countries in which your company employs staff.
- The tenderer shall provide details of any finding of unlawful discrimination or other breach of equality law been made against your organisation by any court or industrial tribunal?
- The tenderer shall confirm the number of female drivers employed [directly or self-employed]. Do you have the facility to request a booking with a female driver?
- The tenderer shall confirm whether they are able to transport passengers that whom are disabled, including wheelchair and provide details of any driver training on this subject.
- The tenderer shall ensure service provision is accessible to all and tailor service provision to meet the needs of different equality groups.

### Sustainability

- 8.1 The tenderer shall employ an Environmental Policy and Carbon Emission Policy including carbon emission reduction targets. Do you operate to ISO14001 accreditation [or equivalent]?
- 8.2 The tenderer shall detail its procedures for minimising mileage from its service provision, including waste mileage and in-between job mileages. Do you operate a vehicle tracking system or route optimisation software etc?
- 8.3 Please detail any company initiatives to reduce the environmental impact of the private hire vehicles utilised in the service on Co2, Nox2, Non-methane hydrocarbons [NMHC] and particulate matter.
- 8.4 In relation to the scope of the contract, describe any special arrangements you have for waste disposal that ensure minimisation of environmental pollution e.g. disposal of engine oils etc.
- 8.5 The tenderer shall provide details of any environmentally friendly vehicles within its fleet; including hybrid, electric vehicles and any alternative fuels including hydrogen, biofuels or other renewable energy sources.
- 8.6 The tenderer shall confirm whether private hire vehicles operate with gear shift indicator, tyre pressure monitoring systems, start and stop system, low viscosity lubricants or regenerated lubricant oils and low rolling resistance tyres.

- 8.7 Do you operate any form of energy or fuel management programme to reduce the carbon impact? Please state fuel type(s) of private hire vehicles.
- 8.8 Please detail any driver training provided on eco-driving techniques to improve fuel efficiency?
- 8.9 The tenderer shall provide details of its new vehicle policy and whether environmental considerations are considered in the overall decision. All new vehicles must comply with Euro 6 emission standards. The tenderer shall confirm its procedures for the disposal of vehicles at end of life.
- 8.10 The tenderer shall confirm that vehicles fitted with air-conditioning system using fluorinated gases must have a global warming potential (GWP) less than or equal to 150. Oils in tread rubber should not contain oils subject to labelling in accordance with Directive 67/548/EEC in the tread rubber.
- 8.11 Standard maximum VED bands of private hire vehicles