

Equal Opportunity & Diversity Policy Statement



Kings Landscapes aims to be an Equal Opportunity Diversity employer and has a commitment to recognise equality and diversity as follows:

Kings Landscapes is committed to ensuring equality opportunity, hence no staff member will be excluded from learning on the grounds of gender (including gender reassignment), marital status, family status, religious belief, disability, age, racial grounds (race, colour, nationality or ethnic origin), sexual orientation or membership of the traveller community.

Part time and fixed term staff members will have equal access to learning and development opportunities appropriate to their role working for Kings Landscapes.

Provide adequate and effective support services for staff and associates including staff development and training for all aimed at encouraging equality and opportunity for progression to their full potential

We recognise our legal obligations under the Equality Act 2010 raising staff awareness through ongoing training and updates.

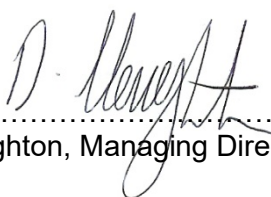
Promote a culture of fairness and respect in all employment policies, procedures and practices.

The company will not tolerate direct or indirect discrimination, victimisation or harassment, whether intentional or unintentional. In the event of any of the above occurring, disciplinary action will be taken which may result in dismissal.

No employee or associate should be disadvantaged or treated less favourably because of conditions or requirements that cannot be justified. The Company will seek to make reasonable adjustments to its arrangements with a view to avoiding substantial disadvantage for any group of people.

The policy applies equally to the treatment of our supply chain, applicants, visitors and clients by our staff and the treatment of our staff by these third parties.

This policy will be reviewed on an annual basis and continually updated in line with current legislation during and/or at any time we deem necessary to improve or change our policy in order to provide a fair and responsible commitment to equal opportunities and Diversity for all employees.

Signed: 
David Houghton, Managing Director

23rd December 2021



Authorised By: David Houghton	Page 1 of 1	HR-POL-001
Author: Maria Stone	Date: February 2021	Version: 12