

## Equal Opportunities Policy

Southern Green Ltd is committed to equal opportunities in employment, and we are aware of our obligations under the Equality Act 2010. We aim to promote an environment that is free from all forms of unlawful or unfair discrimination and we value and encourage diversity in our workforce. As an employer, we are committed to offering support and making reasonable adjustments to allow full participation and inclusion. As a registered practice of the Landscape Institute, Southern Green provide the assurance of professional staff supported by a trusted professional body. The eleven Standards within the Landscape Institute Code of Practice are central to our profession, and define a code of practice for our professional activities. Rule 2 states that we "must deliver landscape services in a manner consistent with the principles of equity, diversity and inclusion, and must not unlawfully discriminate against others".

When offering new employment opportunities, we welcome applications from all backgrounds and all sections of the community. We will ensure that:

- Job descriptions and associated conditions relate to the particular job, define the qualifications, experience and other skills required in the post, and only include those factors which are necessary and justifiable on objective criteria for the satisfactory performance of the job
- All applicants are treated equally and fairly throughout the recruitment and selection process
- All decisions are made on merit and in line with the job and the skills required for the vacancy

And when you become employed, we aim to ensure:

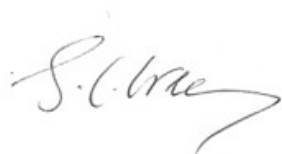
- A fair, transparent and equal chance in learning and development and terms and conditions of service
- A working environment that is free from discrimination, bullying, harassment and victimisation and where all complaints are promptly investigated and dealt with
- A working environment where a person's identity and culture is valued and respected

We will take every possible step to ensure that no person working within the practice will receive less favourable treatment (direct discrimination) or will be disadvantaged by unfair requirements (indirect discrimination) on the grounds of their:

1. Age
2. Disability
3. Gender (including gender re-assignment)
4. Race (including colour, nationality, ethnic or national origin)
5. Religion or belief or non-belief
6. Sexual orientation
7. Marital, partnership and family status
8. Socio-economic status
9. Trade Union membership or non-membership

We seek to ensure that all those who work for us to develop their full potential and the talents and resources of the workforce are fully utilised. We will take positive steps to ensure that the policy is known to all employees, potential employees and organisations that we work with. We will also ensure that equal opportunity is embedded in all our policies, procedures, day to day practices and external relationships.

**Simon Green**  
Director



**Ros Southern**  
Director



**Liam Haggarty**  
Director

