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| Whiting Landscape Limited Health & Safety Management | Document Reference: |  |
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| | Issue Status: A | |

EQUAL OPPORTUNITIES POLICY

Whiting Landscape Ltd is dedicated to making full use of the talents, skills, experience and different cultural perspectives available in a multi-ethnic society. The goal of the company is to make people feel they are respected and valued and can achieve their potential. The Company is committed to the principle of equal opportunities in employment and complies fully with the Equality Act 2010.

The company's employment policies for recruitment, selection, training and promotion, are designed to ensure that no-one receives less favourable treatment than another on the grounds of race, colour, nationality, sexual orientation, ethnic origin, caste, age, religion or belief, gender reassignment, pregnancy or maternity, race, civil partnership, political belief, disability, sex or marital status.

The Company is committed to acting upon any complaint of discrimination and to promote the equality of opportunity through the fair application of policies, procedures and practices. The Company upholds the rights of each employee to be treated with dignity and respect. The Employee Handbook includes further details of issues relating to harassment and bullying.

The management of the Company has the responsibility of making the policy work by:

- Not discriminating against employees or prospective employees.
- Not allowing others to practise unlawful discrimination.
- Ensuring that employees understand that they will be subject to the normal disciplinary procedures should they not follow the policy.

The employees of the Company have the responsibility to assist the Company in making the policy work by:

- Not discriminating against fellow employees, prospective employees, customers, suppliers or members of the public.
- Not encouraging others to practise discrimination.
- Reporting any act of discrimination to the management of the Company

The effectiveness of the policy will be periodically monitored and reviewed.

If an employee considers that they are a victim of discrimination, they may raise the matter through the grievance procedure in the normal way.

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| Issued By: Laurence Upcott. Date of Issue: 29th March 2019. | Signature:  |
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