

EQUAL OPPORTUNITIES POLICY STATEMENT

Lanz Farm Ltd is committed to ensuring that all existing and future employees receive consideration appropriate to their personal needs and protection in accordance with the requirements of the **Equality Act (EA)**, both in the spirit of the act itself and its legal obligations.

The Company is committed to the elimination of unlawful or unfair discrimination on the grounds of sex, race, sex reassignment, disability, ethnic and national origin, nationality, sexual orientation, marital status, responsibility for dependants, religion or belief, trade union activity and age.

It is the intention of the Company to ensure that the composition of the workforce reflects the diversity of the local population and wider society.

To ensure that the Policy is translated into reality, the Company will take active steps to eliminate any discrimination or harassment, to reduce the effects of past discrimination and to promote equality in employment.

This will be achieved by:

- a) Ensuring all employees are aware of the existence of this Policy and safe working procedures produced under this policy.
- b) Providing the necessary encouragement, guidance and training to employees to implement the policy.
- c) Ensuring all existing and potential employees are aware of their rights and responsibilities under law.
- d) Ensuring that mechanisms exist for the continuous monitoring of the effectiveness of this policy.
- e) Working with local organisations on joint monitoring of Equal Opportunities in Employment procedures and practices.
- f) Developing good employment and personnel practices in pursuit of the Policy, including areas such as recruitment selection and progression, training and development, terms and conditions of employment, disciplinary, harassment and grievance procedures.
- g) Ensuring that this Policy is implemented at all levels and in all locations.
- h) Ensuring that Contracts of Employment require employees to comply with the Company's Equal Opportunities Policy, and that failure to comply will be a disciplinary matter which could involve dismissal.

This policy will be reviewed annually by the Managing Director, with the assistance of external advisors who are able to advise on matters relating to Employment Equality.

Signed: 
Douglas Hepsworth (Managing Director on behalf of Lanz Farm Ltd)

First Published: 01/04/15

Last Reviewed: 31/03/19

Revision: 5