

Diversity & Equality Statement

Countryside Fencing Ltd recognises the contribution of all our employees and our aims are to be supportive, fair, just and free from discrimination. In line with these objectives, we will challenge discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation; actively promote equality and diversity; and ensure that the legislation and policy requirements within the nine protected characteristics of equality and diversity are implemented into all our working practices.

Action

Our vision for equality and diversity goes beyond establishing processes to achieve change. As part of our interaction with our employees, suppliers and clients, we will endeavour to be pro-active and monitor progress made towards meeting our objectives to:

- Encourage diversity and eliminate unfair treatment and discrimination through a full range of policies and procedures.
- Recognise that employees have rights to work in a supportive, safe and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions.

Discrimination and Victimisation

In regard to discrimination and victimisation:

We respect and uphold the dignity of all our employees, members and associates and value the contribution they make in the workplace. We are committed to providing a working environment that is free from bullying and harassment and where everyone is treated with dignity and respect as covered in our Dignity at Work Policy.

Procurement

In respect of our procurement activities:

- We will endeavour to ensure that the purchase of goods, services and facilities is undertaken in line with our equality and diversity commitments.
- We will endeavour to use suppliers who share our values on equality of opportunity and diversity.

Employment

In regard to employment:

- We will not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the allocation of employees employed in any post.
- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.
- We will develop employees in order that they understand the context of and the specific issues influencing equality and diversity.
- All employees of Countryside Fencing Ltd are required to comply with our equality aims and to treat colleagues with dignity and respect.
- We support and adhere to family-friendly and flexible working policies.

- Countryside Fencing Ltd will commit itself to the immediate investigation of any claims of discrimination on the above grounds, and, where such is found to be the case, a requirement that the practice cease forthwith, and to the investigation of any employee accused of discrimination.
- Any employee (no matter what level) found guilty of discrimination will be instructed to desist forthwith. Discrimination in its many forms is against company policy and any employee offending will be dealt with under the company disciplinary procedure. Unless assurances of future non - discriminatory actions are forthcoming, an employee repeating any act of discrimination may be dismissed.

Signed:

Sean Solly

Director: Countryside fencing Ltd

Date: July 21st, 2022