

Belderbos Landscapes

EQUAL OPPORTUNITIES POLICY

Belderbos Landscapes is an equal opportunities employer. The company is committed to ensuring that all employees are treated fairly, with dignity and respect.

No employee or contractor shall be treated less favourably without justification on the grounds of:

- their sex, or marital status
- age
- race
- sexual orientation
- religion or belief
- disability

This policy applies to promotion, training, placement, transfer, dismissal as well as remuneration, grievance and disciplinary procedures and decisions. It also applies to recruitment of persons from outside the workplace and the treatment of contract workers.

Less favourable treatment on the grounds of sex, age, sexual orientation, race, religion or belief, marital status or disability is discrimination and unlawful unless it can be justified.

Recruitment and Employment Decisions

The Company will recruit employees and make other employment decisions concerning promotion, training etc on the basis of objective criteria.

Disabled Persons

If you are disabled within the meaning of the Disability Legislation, the Company will discuss with you whether you are able to fulfill your proposed duties and whether there are any adjustments that could reasonably be made to your job or working environment to enable you to carry out your proposed duties effectively. The Company may also ask a doctor to advise on these matters.

This policy statement is available in the staff handbook.

Signature _____ Date _____

Position _____

The policy is reviewed annually.