



## EQUALITY DIVERSITY INCLUSION (EDI) POLICY

The provision of equal of opportunity is a principle that the COOMBES adheres to in all its activities relating to the recruitment, training, development and management of its employees.

The Company will conduct and monitor its affairs through recruitment, induction and career development in a manner that will not cause disadvantage to any employee, trainee or candidate on the following grounds:

- Race; colour; nationality; ethnic or national origins; sex; sexual orientation; gender reassignment; marital status; civil partner status; disability; special needs; age, religion; belief.

In meeting its obligations under the relevant legislation, the Company will ensure, as far as is reasonably practicable, that with reference to the above grounds:

- No employee, candidate or trainee receives less favourable treatment than another
- No such person is placed at a disadvantage, unjustifiable by requirements or conditions, that have a disproportionately adverse effect on a particular group.

Employees and those acting for the Company will be bound by this policy and have responsibilities for ensuring the provision of equal opportunities to any employee, trainee or candidate.

Employees and those acting for the Company are expected to set an example in non-discriminatory behaviour and, in particular, they must not:

- Discriminate in the course of their duties against fellow employees, candidate or trainee/apprentice
- Induce others to practice unlawful discrimination
- Victimise individuals who have made allegations or complaints of discrimination or provided information about such discrimination.

This policy statement will be brought to the attention of all employees and all who represent the Company and failure to adhere to the policy may lead to disciplinary action being taken.

This policy will be regularly reviewed (minimum annually).

Signed on behalf of Coombes Forestry

A handwritten signature in black ink, appearing to read 'Shane Coombes', written over a white background.

Managing Director – Shane Coombes

June 2020