

Equal and Diversity Statement

Soils and Stone is committed to equality of opportunity in all areas of its work and all employees will be treated in a fair and equal manner and in accordance with the law. Soils and Stone abides by its legal obligations to protect employees, promote diversity within its employees and responds to changing needs amongst the workforce.

We promote equality and diversity in all our activities and foster an inclusive and supportive working environment. Soils and Stone does not discriminate on the basis of:

- Gender
 - Marriage or Civil Partnerships
 - Sexual Orientation
 - Ethnicity
 - Religion or Belief
 - Age
 - Disability
 - Gender
 - Gender reassignment
 - Pregnancy or Maternity
 - People with communication needs
 - Ex-offenders
- or any other illegal or unfair basis

Due regard is given to the provision of the following

In order to achieve this aim, Soils and Stone will:

- i) ensure that prospective and current employees are treated solely on the basis of their merits, abilities and potential without any discrimination.
- ii) promote good relations between individuals from different groups
- iii) recognise and develop the diversity of skills and talent so that employees reach their full potential
- iv) foster a culture based on trust and respect and communicate this to all employees and suppliers.
- v) Ensure our practices are open and fair.
- vi) Work in partnership to encourage a mutually inclusive, engaging environment where all can be heard and respected.

Soils and Stone will ensure that all employees are treated equally and fairly. All employees are expected to abide by the policy and any employee who deliberately disregards the culture we promote will be subject to disciplinary procedures.