

LAND RECOVERY

EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT

The Land Recovery Ltd and Land Recovery Rail Ltd (from herein all references to Land Recovery Ltd will imply the same to Land Recovery Rail Ltd) is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the Company and to encourage full contribution from its diverse community. The Company is committed to actively opposing all forms of discrimination.

The Company is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or within our supply chains.

The Company also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by the Company. The Company believes that all employees and clients are entitled to be treated with respect and dignity.

Objectives of this Policy

- To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010
- To ensure that recruitment, promotion, training, development, assessment, benefits, pay terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity

Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Discrimination may be direct or indirect.

Types of Discrimination

Direct Discrimination

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

Indirect Discrimination

This is the application of a policy, criterion or practice which the employer applies to all employees but which is such that:

- It is detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents;
- The employer cannot justify the need for the application of the policy on a neutral basis; and
- The person to whom the employer is applying it suffers detriment from the application of the policy

Example: A requirement that all employees must be 6ft tall if that requirement is not justified by the position would indirectly discriminate against employees with an oriental ethnic origin, as they are less likely to be able to fulfill this requirement.

Harassment

This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment and should be

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dealt under our Bullying and Harassment policy.

Victimisation

This occurs when a person is treated less favourably because they have brought or intend to bring proceedings or they have given or intend to give evidence.

Unlawful Reasons for Discrimination

Gender

Women and men are fully and properly represented and rewarded for their contribution at all levels of the organisation through:

- Challenging gender stereotypes
- Supporting employees in balancing their life at work and at home
- Taking positive action to redress the negative effects of discrimination against everyone
- Offering equal access for everyone to representation, services, employment, training and pay and encourage other organisations to do the same and;
- Providing support to prevent discrimination against transgender people who have or who are about to undergo gender reassignment.

Trans-gender status

People who plan to undergo, are undergoing, or have undergone gender re-assignment are protected against all forms of discrimination and harassment. The employer will take positive steps to support a trans-gender person and ensure they are treated with dignity and respect.

Marital or Civil Partnership status

People are treated fairly and equally in the workplace irrespective of their marital, civil partnership or family status.

- Ensure that people are treated with respect and dignity regardless of marriage or civil partnership status
- Challenge discriminatory assumptions about the marriage or civil partnership of our employees and
- Ensure that no individual is disadvantaged as a result of their marriage or civil partnership status.

Pregnancy or maternity

We will:

- Ensure that people are treated with respect and dignity during pregnancy or maternity leave
- Challenge discriminatory assumptions about pregnancy or maternity leave and
- Ensure that no individual is disadvantaged during pregnancy or maternity leave and that we take account of the needs of our employees' during pregnancy or maternity leave.

Race

The racial and cultural diversity of our communities is represented at all levels of the organisation through:

- Challenging racial stereotypes
- Understanding, respecting and valuing different racial and cultural backgrounds and perspectives
- Responding swiftly and sensitively to racist incidents and
- Actively promoting race equality and inclusion in the Company
- Taking positive action to redress the negative effects of discrimination against everyone
- Offering equal access for everyone to representation, services, employment, training and pay.

Disability

The abilities of disabled people are recognised and valued at all levels of the organisation through:

- Focusing on what people can do rather than on what they cannot
- Challenging stereotypes about people with disabilities

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- Making appropriate adjustments in the workplace to help people with disabilities achieve their full career potential

Age

Age diversity within the workforce is promoted and valued through:

- Challenging age stereotyping
- Recognising the benefits of a mixed-age workforce
- Ensuring that people of all ages are treated with respect and dignity
- Ensuring that people are given equal access to our employment, training, development and promotion opportunities and
- Challenging discriminatory assumptions about younger and older people.

Religious belief and political opinion

People are treated fairly in the workplace irrespective of their religious beliefs and practices or political opinions by recognising individuals' freedom of belief and right to protection from intolerance and persecution.

Sexual orientation

We will:

- Ensure that we take account of the needs of everyone, including LGBTQ+ communities
- Promote positive images of the LGBTQ+ communities
- Challenge discriminatory assumptions about the LGBTQ+ communities
- Take positive action to redress the negative effects of discrimination against everyone and
- Offer equal access for everyone to representation, services, employment, training and pay.

Reasonable Adjustments

The Company has a duty to make reasonable adjustments to facilitate the employment of a disabled person. These may include:

- Making adjustments to premises
- Re-allocating some or all of a disabled employee's duties
- Transferring a disabled employee to a role better suited to their disability
- Relocating a disabled employee to a more suitable office
- Giving a disabled employee time off work for medical treatment or rehabilitation
- Providing training or mentoring for a disabled employee
- Supplying or modifying equipment, instruction and training manuals for disabled employees
- Any other adjustments that the Company considers reasonable and necessary provided such adjustments are within the financial means of the Company

If an employee has a disability and feels that any such adjustments could be made by the Company, they should contact the HR Department.

Responsibility for the Implementation of this Policy

All employees, subcontractors and agents of the Company are required to act in a way that does not subject any other employees or clients to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

The co-operation of all employees is essential for the success of this Policy. Senior employees are expected to follow this Policy and to try to ensure that all employees, subcontractors and agents do the same.

Employees may be held independently and individually liable for their discriminatory acts by the Company and in some circumstances an Employment Tribunal may order them to pay compensation to the person who has suffered as a result of discriminatory acts.

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The Company takes responsibility for achieving the objectives of this Policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice.

Acting on Discriminatory Behaviour

In the event that an employee is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to the company disciplinary and grievance procedures.

The Extent of the Policy

- The company seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employees. The company offers goods and services in a fashion that complies with the spirit of this Policy.
- This policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the company.
- The Company reserves the right to amend and update this Policy at any time.

Signed



Dan Beecroft

Date

March 2024

Title

Managing Director