

## Equality Policy

### 1. Equality Statement

Urban Planters are committed to treating people both inside and outside the Company with equal fairness and respect regardless of an individual's sexual orientation, religion or belief; as well as their gender, age, race and whether or not they have a disability.

### 2. The Purpose of Equality

The purpose of equality is to ensure that every person who interacts with a representative of Urban Planters, is not only treated equally, but feels that they have been treated fairly and respectfully.

### 3. Guiding Principles

The following principles guide the Equality Policy and apply to all aspects of dealing with others, whether they are from inside or outside the Company.

- Ensure all representatives of Urban Planters have read, understood and agreed to this policy.
- All representatives are required to assume responsibility for their own behaviour when interacting with others and to ensure that their behaviour falls in line with the ethos of this policy.
- The management of our representative's behaviour is the responsibility of line managers who are responsible for ensuring that the representatives embrace the ethos of this policy on a daily basis.
- Accountability for the above commitment rests with management at every level.
- Equality will be continually evaluated and reviewed to ensure that it is adequate, relevant and effective.

### 4. Review of the Policy

The Equality Policy will be reviewed and up-dated every three years unless a change in legislation requires us to do so sooner.



Franchise Director  
Date: 4<sup>th</sup> January 2019