

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 updated every three years unless a change in legislation requires us to do so sooner.



Franchise Director
Date: 3rd January 2020