

IMS Index 1.03 EQUALITY, DIVERSITY, AND INCLUSION POLICY

Scottish Woodlands Ltd provide forestry management and advisory services, covering timber harvesting and marketing, investment and acquisitions, consultancy, surveying and mapping, arboriculture and landscaping, environmental management and maintenance, forestry contracting and contracting works for the major utility sectors, including both the railway and powerline infrastructure.

Our Standards

Scottish Woodlands Ltd is committed to creating and maintaining a diverse, equitable and inclusive workplace for all our employees, contractors, and business partners. We believe that a diverse and inclusive environment is critical to our Company success and is vital in creating a culture of innovation, collaboration and respect.

Our Policy's Purpose

To enable all employees to attend a workplace where equality, fairness, and respect for all are the roots of our culture. Protecting the nine characteristics of the Equality Act 2010, we will not tolerate direct or indirect discrimination on age, gender, ethnic background, disability, sexual orientation, religion or belief, gender reassignment, marriage or civil partnerships, pregnancy and maternity. We monitor the make-up of the workforce regarding information such as age, gender, disability etc, to encourage equality, diversity & inclusion and meet these aims and commitments.

Our Responsibilities

Employees have a responsibility to:

- Understand this policy and seek clarification from management where required.
- Consider this policy whilst representing Scottish Woodlands and conducting work related duties.
- Support and contribute to Scottish Woodlands aim of providing equal opportunities in employment and preventing bullying, harassment, victimisation, and unlawful discrimination.
- Support fellow workers in their awareness of this policy.
- Understand they, as well as the Company, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against all stakeholders.

Managers have a responsibility to:

- Ensure all workers are made aware of this policy.
- Activity manage, support, and contribute to the implementation of this policy, including its goals.
- Review and update employment practices, procedures, and the policy, when necessary to ensure fairness, taking account of changes in the law.

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HR Co-Ordinator

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Our Commitments

We encourage equality, diversity, and inclusion in the workplace to continue best practice. Creating a working environment free from bullying, harassment, victimisation, and unlawful discrimination. Promoting dignity and respect for all, where individual differences and contributions of all staff are recognised and valued.

We take seriously all complaints by fellow employees, customers, suppliers, visitors, the public and any others, during the Company's work activities. Incidents will be dealt with under the Company's grievance and/or disciplinary procedures and appropriate action will be taken.

Our Community

As part of our integrated management approach, we have and make available to all our stakeholders this and further detailed policy commitments, setting standards and driving improvement in other key areas of our business, such as our:

- Health, Safety and Social Policy
- Working Together Policy
- Disciplinary and Grievance Policies
- Mental Health and Wellbeing Policy

