



Equal Opportunities & Diversity Policy

Date: January 2025

1. Policy Statement

Eden Facilities & Property Management LTD is committed to creating and maintaining an inclusive workplace that promotes equality, values diversity, and eliminates unlawful discrimination. We recognise the importance of treating all individuals with fairness, dignity, and respect in everything we do.

2. Our Commitments

We will:

- Comply with the Equality Act 2010 and all other relevant legislation.
- Ensure that no employee, subcontractor, supplier, or client is discriminated against based on age, disability, gender, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- Provide equal access to employment, training, development, and promotion opportunities.
- Make reasonable adjustments to support employees and clients with disabilities.
- Promote an inclusive culture where diversity is valued and respected.
- Take swift and appropriate action against any form of discrimination, harassment, or bullying.

3. Implementation

To achieve these commitments, Eden will:

- Ensure all recruitment, selection, and promotion decisions are based on merit, skills, and abilities.
- Provide diversity and equality training to staff where appropriate.
- Encourage reporting of discrimination and ensure concerns are dealt with fairly and confidentially.
- Monitor policies, procedures, and workforce composition to identify and address barriers to equality.

4. Responsibilities

- Directors & Managers: Ensure compliance with this policy and lead by example.
- Employees & Subcontractors: Treat others with respect, follow this policy, and report any concerns.
- HR/Administration: Monitor equality practices and ensure fair processes are followed.

5. Monitoring & Review

This policy will be reviewed annually to ensure compliance with legislation and effectiveness in promoting equality and diversity. Updates will be communicated to all staff and subcontractors.

6. Policy Approval

Signed: _____



Sonny Saunders, Director

Eden Facilities & Property Management LTD

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Eden Facilities & Property Management LTD
Tel: 07805786812 | Email: info@edencompany.co.uk | Web: www.edencompany.co.uk