

Hortus Pink Diversity & Inclusion Statement & Policy

Last updated: February 2024

Next update: February 2025

Diversity & Inclusion Statement

Hortus Pink (The Company) is fully committed to the elimination of unlawful and unfair discrimination and promotes this through its Equal Opportunities policy. We are open and honest in recognising that there is more that the horticulture industry can do and value the differences that a diverse workforce brings. Hortus Pink work in collaboration with other industry organisations to promote gardens and green spaces which are accessible by everyone. Everything we do is for the benefit of our clients and the focus of our activities are driven by everyone involved in designing and building beautiful gardens. We are passionate and committed to the future of the garden industry.

Our aim is to utilise sub-contractors with the behaviours that support our mission and who will grow with us and the industry regardless of the colour of their skin, their ethnicity or their culture. This statement announces our intention and commitment to proactively support our sub-contractors and the industry to promote and embrace inclusion and diversity practices.

Diversity & Inclusion Policy

The Company is committed to encouraging equality, diversity and inclusion among our sub-contractor workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each sub-contractor to feel respected and able to give their best. Hortus Pink - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of clients or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all sub-contractors working for the Company within the physical limitations of a landscaping business, to not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- marriage/ civil partnership
- pregnancy/ maternity
- race (including colour, nationality, and ethnic or national origin)
- religion/ belief
- sex/ sexual orientation/ gender reassignment

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay
- contract terms and conditions
- dealing with grievances
- contract termination
- requests for flexible working
- selection of sub-contractors

Our commitments

Hortus Pink commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all sub-contractors are recognised and valued.

This commitment includes training Zoe Pink about rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include sub-contractors conducting themselves to help the company provide equal opportunities in contractual endeavours, and prevent bullying, harassment, victimisation and unlawful discrimination.

All sub-contractors should 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 contract, against fellow sub-contractors, clients, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow sub-contractors, clients, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance procedure, and appropriate action will be taken. Particularly serious complaints could amount to contract termination without notice.

Further, sexual harassment may amount to both a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make decisions concerning sub-contractors being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review sub-contractors practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the sub-contractor workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this diversity and inclusion policy

The equality policy is fully created and supported by:

Signed: 

Name: Zoe Pink