

# Diversity and Inclusion Policy

Green Lighting Ltd.



At Green Lighting Ltd. we are committed to supporting creating and maintaining an inclusive culture and the diversity that this brings. As an organisation we understand the benefits of a diversity in all aspects of our business, including employees, clients and suppliers. We believe that an inclusive working environment is essential for an organisation to work.

Green Lighting recognises the potential that all people bring to the workplace, regardless of;

- Age
- Disability
- Gender
- Gender reassignment
- Martial or civil partnership status
- Pregnancy and maternity
- Race
- Religion and belief (or absence thereof)
- Sexual origination
- Any other differences

and have a zero tolerance policy to discrimination, bullying, harassment or victimisation of any kind.

It is our responsibility to ensure that all of Green Lightings employees are treated equally, with dignity and respect. We actively encourage an inclusive working environment, making any adjustments needed to accommodate special requirements.

Green Lighting have a non-discriminatory approach to hiring, career development, training and any benefits. We focus on skills and talents of the individual, looking at what they need to improve at their job. Hiring, career progression, training and any other aspects of a person’s job will not be effected by any of the items listed above.

Green Lighting have a continuous improvement environment, which includes ensuring to maintain and adjust our inclusive culture on an ongoing basis. We expect all of our employees to work within this inclusive culture.

A handwritten signature in black ink, appearing to read "Anthony Ottway".

Signed: .....  
(Anthony Ottway, Managing Director)

Date: ..... 19/04/17 ..... Review Date: ..... 19/04/18 .....