



## **Penthwell Farm Ltd - Equality and Diversity Policy**

### **1. Policy Statement**

Penthwell Farm Ltd is committed to promoting equality, diversity, and inclusion in all areas of our operations. We aim to ensure that all employees, volunteers, visitors, and contractors are treated fairly, respectfully, and without discrimination, harassment, or victimisation. We value the diverse backgrounds, experiences, and perspectives that contribute to a positive and inclusive environment.

This policy reflects our dedication to complying with all relevant equality legislation, including the Equality Act 2010, and to fostering a culture where diversity is celebrated.

### **2. Scope**

This policy applies to:

- All employees, full-time, part-time, casual, and seasonal.
- Volunteers, trainees, and apprentices.
- Contractors, suppliers, and visitors engaging with Penthwell Farm Ltd.

It covers all aspects of farm operations, including recruitment, employment, training, promotion, and service delivery.

### **3. Principles of Equality and Diversity**

Penthwell Farm Ltd is committed to:

- Eliminating discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- Promoting equality of opportunity so that all individuals have fair access to opportunities and resources.
- Fostering an inclusive culture where everyone feels valued, respected, and able to contribute fully.
- Challenging prejudice, bias, and harassment whenever they occur.

### **4. Responsibilities**

- **Management:** Ensure that policies and procedures reflect equality and diversity principles, provide training, and address any breaches.
- **Employees and Volunteers:** Treat colleagues and visitors with respect, challenge discrimination, and follow the policy in all interactions.



- HR and Recruitment: Implement fair recruitment practices, monitor workforce diversity, and ensure training opportunities are accessible to all.

## **5. Recruitment and Selection**

Penthwell Farm Ltd is committed to:

- Advertising vacancies widely to reach diverse candidates.
- Using fair, consistent, and transparent selection processes.
- Considering applicants solely on merit and suitability for the role.
- Providing reasonable adjustments for candidates with disabilities.

## **6. Training and Development**

- Equality and diversity awareness is embedded in all staff induction programs.
- Ongoing training opportunities are available to all staff to enhance understanding and practice of inclusive behaviours.

## **7. Harassment and Complaints**

- Penthwell Farm Ltd has zero tolerance for harassment, bullying, or victimisation.
- Any individual who believes they have been discriminated against or harassed should report this to management promptly.
- All complaints will be taken seriously, investigated fairly, and dealt with confidentially.

## **8. Monitoring and Review**

Penthwell Farm Ltd will regularly review employment practices, policies, and procedures to ensure compliance and effectiveness.

Workforce diversity and inclusion will be monitored to identify and address any gaps or barriers.

This policy will be reviewed annually, or sooner if legislation or farm practices change.

## **9. Commitment**

Penthwell Farm Ltd is dedicated to creating a culture where equality and diversity are fully embedded into everyday practice. Everyone associated with the farm has a role to play in ensuring a welcoming, fair, and inclusive environment.

**Signed:** *Janka Penther*



**Role:** Co-Founder

**Name:** Janka Penther

**Date:** 8<sup>th</sup> January 2026