



CORPORATE GOVERNANCE

EQUAL OPPORTUNITIES

Tilfen Land attaches great importance to the management of its equal opportunities policy. In addition to expected practices such as recruitment on the basis of skill and ability, providing training opportunities and encouraging personal career development in staff right across the company, we also review our policy on a regular basis to reflect the changing needs of our business, the employment market and the communities and professions from which we draw our people.

- Our equal opportunities policy is applicable to all directors and staff and also aims to encourage the participation of consultants, contractors, suppliers and others.
- In publishing our policy on equal opportunities, we recognise that in society as a whole some groups and individuals are disadvantaged in area such as employment, housing and core services.
- We aim to ensure no applicant or employee receives less favourable treatment as a result of unfair discrimination. To ensure that only relevant qualifications and experience are taken into account during the recruitment process, each post is accompanied by a detailed job description against which candidates are assessed fairly and equally.
- Selection criteria and procedures will ensure individuals are selected, transferred and promoted only on the basis of their relevant skills, merit and abilities.
- Appropriate training will be provided by management to enable staff to perform their roles effectively. Career development – including training provision – will be reviewed on a regular basis to ensure all staff are given an equal opportunity and, where appropriate, a career path through which to progress within the company.

For further information on our equal opportunities policy contact Kerry Smith, human resources manager, on 020 8319 5069 or email her at ksmith@tilfenland.co.uk

