

IMS Index 1.03 EQUALITY AND DIVERSITY POLICY

Scottish Woodlands Ltd provide forestry management and advisory services, covering timber harvesting and marketing, investment and acquisitions, consultancy, surveying and mapping, arboriculture and landscaping, environmental management and maintenance, forestry contracting and contracting works for major utility sectors, including both the railway and powerline infrastructure.

Our Standards

The Company operates an Integrated Management System, ensuring equality and diversity is integral and incorporated into all aspects of our business, both in our work performance quality, client service and in our wider environmental and social responsibilities.

In support of this we are accredited to ISO 9001 Quality, ISO 14001 Environment and ISO 45001 Occupational Health and Safety. We have also used ISO 26000 Corporate Social Responsibility, as a guide to integrate social responsibility into our values and practices.

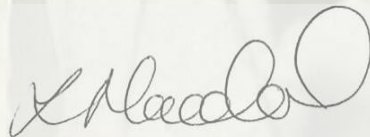
We promote the understanding and the compliance with all relevant legislation and industry standards.

Our Community

As part of our integrated management approach, we have and make available to all out stakeholders this and further detailed policy commitments, setting standards and driving improvements in other key area of our business such as our:

- Health Safety and Social Policy
- Environmental and Sustainability Policy
- Quality and Performance Policy
- Mental Health and Wellbeing Policy

Lynne MacDonald
Human Resources Manager



Our Commitments

The Company is fully committed to promoting a good and harmonious working environment, free from intimidation, in which every employee has the right to be treated with dignity and respect. We take appropriate steps to accommodate the requirements of workers' religions, cultures, and domestic responsibilities.

We believe harassment and bullying are damaging to both the individual and to the Company and will not be tolerated. All allegations of harassment, discrimination, bullying and/or victimisation will be treated seriously and confidentially.

The Company is committed to providing equal opportunities in employment and avoiding unlawful discrimination in our relationships with all our stakeholders.

Version: May 2022
Review Date: May 2025