



Harrods Cornish Cottages is committed to promoting equality, diversity, and inclusion in all aspects of our business. We believe that every individual should be treated with respect, dignity, and fairness, regardless of their race, ethnicity, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law.

This Equality and Diversity Policy outlines our commitment and the actions we take to create an inclusive and welcoming environment for all:

1. Non-Discrimination and Equal Opportunities:
 - We are committed to providing equal opportunities for all employees, guests, suppliers, and stakeholders.
 - We do not tolerate discrimination, harassment, or victimisation of any individual based on their protected characteristics.
2. Inclusive Workplace Culture:
 - We foster an inclusive workplace culture that values diversity and respects the perspectives, experiences, and contributions of all individuals.
 - We actively promote a working environment where everyone feels safe, respected, and able to thrive.
3. Recruitment and Selection:
 - We ensure that our recruitment and selection processes are fair, transparent, and based solely on merit and relevant qualifications.
 - We actively seek to attract diverse talent and create a workforce that reflects the communities we serve.
4. Training and Development:
 - We provide regular training and development opportunities for our employees to raise awareness and understanding of equality, diversity, and inclusion.
 - We encourage employees to embrace diversity and challenge any biased behaviors or assumptions.
5. Accessibility and Accommodation:
 - We strive to provide accessible facilities and services to accommodate the diverse needs of our guests, including those with disabilities.

- We are committed to making reasonable accommodations for employees and guests with disabilities to ensure equal participation and access.
6. Supplier and Contractor Diversity:
- We actively seek to work with a diverse range of suppliers and contractors, promoting fair and inclusive business practices throughout our supply chain.
 - We encourage the inclusion of diverse-owned businesses and consider diversity as part of our supplier selection process.
7. Reporting and Investigation:
- We provide a confidential reporting mechanism for employees, guests, suppliers, and stakeholders to report any concerns or incidents related to discrimination, harassment, or unfair treatment.
 - Reports are promptly and impartially investigated, and appropriate actions are taken to address and resolve any issues identified.
8. Review and Continuous Improvement:
- We regularly review and assess our policies, procedures, and practices to ensure they align with best practices in equality, diversity, and inclusion.
 - We seek feedback from employees, guests, suppliers, and stakeholders to continuously improve our efforts in promoting equality and diversity.
9. Compliance with Laws and Regulations:
- We comply with all applicable equality and diversity laws, regulations, and industry standards.
 - We keep updated on changes in legislation and make necessary adjustments to our policies and practices accordingly.

By implementing this Equality and Diversity Policy, we aim to create an inclusive and equitable environment where everyone feels valued, respected, and empowered. We believe that embracing diversity and promoting equality benefits our employees, guests, suppliers, and the wider community. Together, we can foster a culture of respect and create a positive impact on society.