

# Equity, Diversity and Inclusion Policy



## Diversity vision

Green Design Indoor Plant Hire recognises its talented and diverse workforce as a key competitive advantage.

Our business success is a reflection of the quality and skill of our people. Green Design Indoor Plant Hire is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

Green Design Indoor Plant Hire believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions Green Design Indoor Plant Hire to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products/services.

Green Design Indoor Plant Hire aims to be diverse along many dimensions. Our aim is to be diverse encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education.

We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

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## **Recruitment**

As a National player, Green Design Indoor Plant Hire recruits people from all around the country. We believe that our current and future employees potentially coming from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding our Australian markets.

## **Career development and promotion**

Green Design Indoor Plant Hire rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

## **Community programmes**

Green Design Indoor Plant Hire recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. Green Design Indoor Plant Hire is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

## **Diversity bodies**

Our commitment to diversity is led by our DEI Leader. The DEI committee is made up of staff across the business, which is responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the company.

## **Diversity practices**

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

Green Design Indoor Plant Hire provides a safe and pleasant environment for our employees.