

Company: Thistle Trekking LTD	<b>Commitment to Equality and Diversity</b>	Compiled by: Scarlet Trevett
Date completed: November 2011	All policies should be reviewed if changes are made to the trip, e.g. the group, transport, ratios etc.	Reviewed/Updated: 24.1.2019

Thistle Trekking LTD believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and participants and enables them to achieve their full potential: to contribute fully, and to derive maximum benefit and enjoyment from the activities we provide.

To this end, Thistle Trekking LTD acknowledges the following basic rights for all team members and participants:

- to be treated with respect and dignity;
- to be treated fairly with regard to all procedures, assessments and choices;
- to receive encouragement to reach their full potential.

These rights carry with them responsibilities and Thistle Trekking LTD requires all team members to recognise these rights and to act in accordance with them in all dealings with fellow team members and participants. In addition, Thistle Trekking LTD will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstance, sexual orientation, gender reassignment, age or for any other reason.