

Ty Madoc Farm Ltd.
Merthyr Cynog
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Ty Madoc Farm Ltd – Equality and Diversity Policy

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1. Statement of Intent

Ty Madoc Farm Ltd (including Ty Madoc Cider Farm and The Wobbly Owl) is committed to fostering an open, respectful, inclusive and diverse environment for all. We believe everyone should enjoy fair and equal opportunities whether they are employees, contractors, visitors, volunteers, suppliers, customers, or members of the public. Everyone involved with Ty Madoc Farm Ltd should be treated with dignity, and differences in backgrounds, identities and experiences are valued and welcomed.

2. Purpose of the Policy

This policy aims to:

- a) Prevent discrimination, harassment, bullying or victimisation in all activities associated with Ty Madoc Farm Ltd.
- b) Ensure that our practices and procedures promote inclusion and do not disadvantage any individual or group.
- c) Comply with equality law and good practice under the Equality Act 2010 and related legislation.

3. Scope

This policy applies to all:

- Employees (full-time, part-time, temporary and casual)
- Workers and contractors
- Volunteers and apprentices
- Visitors, customers and members of the public engaging with Ty Madoc Farm Ltd
- Suppliers and partners engaged with our operations

4. Our Commitments

Ty Madoc Farm Ltd will not unlawfully discriminate against any person on the grounds of any protected characteristic under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, colour, nationality or ethnic origin
- Religion or belief
- Sex
- Sexual orientation

We will actively promote equality and diversity in recruitment, training, customer service, supplier engagement, marketing, events, and all workplace practices.

5. Definitions and Prohibited Behaviour

- Direct discrimination — treating someone less favourably because of a protected characteristic.
- Indirect discrimination — practices that disadvantage a group more than others without good reason.



- Harassment — unwanted conduct creating an intimidating, hostile or offensive environment.
- Victimisation — unfavourable treatment because someone has raised a concern or complaint.
- Bullying — misuse of power, influence or position to hurt, undermine, criticise or humiliate.

These behaviours will not be tolerated in any form.

6. Responsibilities

- a) Management is responsible for ensuring the policy is implemented, communicated, and adhered to.
- b) Staff, volunteers and associates are expected to uphold and promote the spirit of this policy in all interactions.
- c) Everyone has a role in creating and maintaining an environment where inclusion, respect and fairness prevail.

7. Implementation and Communication

Ty Madoc Farm Ltd will:

- Share this policy with all staff and volunteers and include it in induction materials.
- Make the policy publicly available on our website and ensure customers and visitors can access it.
- Provide appropriate training to our team and promote awareness of equality and diversity principles.

8. Monitoring and Review

We will regularly review this policy (at least every three years) and monitor our practices to ensure they are effective, legally compliant and aligned with community and sector standards. Feedback and data will be gathered where possible to support improvements.

9. Raising Concerns and Grievances

If anyone feels they have experienced or witnessed behaviour that breaches this policy, they are encouraged to raise it in confidence with management. Concerns will be taken seriously, investigated fairly, and appropriate action will be taken. Individuals will not be penalised for raising concerns in good faith.

10. Consequences of Breach

Breaches of this policy may result in disciplinary action, up to and including termination of employment, cessation of contract or engagement, and exclusion from events or premises, depending on the severity of the behaviour.