

All the work-finding services offered by **greenwall consultancy (gwc)** are optional.

This will be made clear to the job seeker/ worker, and alternatives to these services will be explained.

There will be a written and signed agreement between **gwc** and the jobseeker/worker

1. **gwc** will never charge fees or costs to jobseekers for work-finding services.
2. **gwc** will never require job seekers to post a bond.
3. **gwc** is a registered company with the GLA (Gangmasters Licensing Authority).
4. **gwc** do not charge fees to job seekers for recruitment.
5. There will be a written and signed agreement between **gwc** and the jobseeker/worker detailing the recruitment service.
6. **gwc** will provide receipts if required.
7. **gwc** does not charge commission or fees for cancelling the contract.
8. **gwc** requires a maximum of 14 days' notice for cancellations. The agency reserves the right to select its own clients for job offers.
9. **gwc** does not engage or tolerate discrimination.
10. **gwc** follows the principles of equality, all participants will be screened regardless of Race/ Colour/ ethnicity/ gender/ marital status/ sexual orientation/ age / disability / pregnancy / religion / trade union member or social origin.
11. Should a jobseeker/worker consider that there has been any violation of this policy by **gwc** services, s/he should in the first instance contact Concordia [farmsupport@concordia.org.uk](mailto:farmsupport@concordia.org.uk) If still unsatisfied with the outcome, then s/he should contact the Gangmaster's Licensing Authority. [intelligence@glaa.gsi.gov.uk](mailto:intelligence@glaa.gsi.gov.uk) or by phone at 0800 432 0804/ 0115 959 7049/ 0115 959 7052.