**Working for Integrated Horticulture Services**

## Our mission

Integrated Horticulture Services (IHS) grew from a seed planted in 2011 by Ena and Jake Mitchell. Back then, IHS sought to offer organic nursery products with exceptional horticultural services. Today the mission of IHS is to bring something green to everything we do. Whether we are working in our greenhouse, cultivating gardens or managing our large range of nursery products, the quality of our offering is paramount along with a green future for our customers, staff, family and friends.

## Our values

### Diversity

We are committed to equal treatment and opportunities for all employees and customers, regardless of age, gender, race, disability, sexual orientation, marital status, religion, culture and pregnancy. We expect the same of all our employees and customers.

### Inclusivity

IHS maintains a zero-tolerance approach to bullying, discrimination and harassment. Any employee found to act in a way that offends others is accountable for their actions. Similarly, we will not accept unfair treatment of our staff by customers.

### Honesty

At IHS we pride ourselves on open communication with staff and customers. In return, we ask our staff be honest with us, with each other and with themselves.

### Integrity

We endeavour to always treat people, products and processes in a respectful manner. We pride ourselves on the quality of our work and the integrity of our brand. We expect the same respectful treatment of all work practices and products by our staff. Most of all, we expect our staff to treat each other and our customers with respect.

### WHS

At IHS we consider our handpicked team of staff our greatest asset. Through implementing good workplace health and safety practices we are able to properly protect our staff. All staff should fully familiarise themselves with our detailed WHS policy and procedures and embrace WHS processes.

### Environmental sustainability

IHS’s mission to bring something green to everything we do means we always consider the environmental consequences of our actions We believe in sustainable products and services and aim to impact the environment minimally with our work.