

EQUALITY & DIVERSITY POLICY

HACKLE Security Services Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end, the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate because of:

- Age (with exception to Industry exemption under the Equality Act 2010)
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality, national origin)
- Religion or belief
- Sex
- Sexual orientation

All employees, whether full time, part time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. This commitment applies to all aspects of employment, including:

- Recruitment and selection, including advertisements, job descriptions, interview and selection procedures
- Training
- Promotion and career development
- Terms and conditions of employment, and access to employment related benefits and facilities
- Grievance handling and the application of disciplinary procedures
- Selection for redundancy
- Employee's will be paid the same rate for the same role on site, regardless of gender, age or any other differences

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- To oppose all forms of unlawful and unfair discrimination in the working environment and take positive action to prevent its occurrence.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

- Training, development and progression opportunities are available to all staff and all employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- That all employees support The Company's commitment and assist in its realisation in all possible ways.
- Breaches of our Equality Policy will be regarded as misconduct and could lead to disciplinary proceedings, following investigation, up to and including summary dismissal for gross misconduct.
- The policy is fully supported by senior management.
- The Company will treat seriously all allegations of unlawful discrimination. As there is no single way of dealing with every suspected or alleged instance, in some cases this may be dealt with by raising the issue with your immediate line manager, or a formal complaint may be raised using the Company's Grievance Procedure, as set out in the Employee Handbook.
- The policy will be monitored and reviewed annually as equality and diversity practices are developing constantly as social attitudes and legislation change. This commitment applies to all the Company's employment policies and procedures, not just those specifically connected with equality.

A handwritten signature in black ink, appearing to read "Mark Mathurin".

Mark Mathurin

Managing Director