



EQUALITY & DIVERSITY

Including Equal Opportunities, the Race Relations Act as Amended and the requirements of the Commission for Racial Equality

POLICY – GENERAL STATEMENT

118 Security Ltd. (the company) acknowledges and complies wholeheartedly and fully with all relevant employment and equal opportunities related employment legislation, including the following (although this is not intended to be an exhaustive list): the Race Relations (Amendment) Act: 2000, the Race Relations Act: 1976; The Code of Practice for the Elimination of Racial Discrimination and the Promotion of Opportunity in Employment, as amended (issued by the Commission for Racial Equality (CRE)); Sex Discrimination Acts; Equal Opportunities Act, as amended; Disabled Persons Employment Acts, as amended; Equal Pay Act, as amended; Employment Protection Act, as amended; Disability Discrimination Act (as amended).

It is our policy to provide equal employment opportunities, irrespective of gender, age, marital status, sexual orientation, race, ethnic background, disability or religion. This helps us to encourage all employees to use their abilities in a flexible and responsible way and to eliminate unlawful discrimination, harassment or victimisation in the workplace. We put this policy into practice by the following means:

- The preparation and issue to all employees (and recording of same) of this general statement and of a more detailed equal opportunities and race relations policy document and detailed, documented terms and conditions of employment that jointly set out or refer to and make legally binding for all employees, the company's policy, responsibilities, arrangements and procedures for implementing best practice in equal opportunities and race relations management
- The training of all management team members in the application of the requirements of the relevant aspects of the Act, of the CRE's requirements and of our own policy, responsibilities, arrangements and procedures (and recording of same)
- Making all employees aware of the existence and requirements of our company's policy in the above areas and encouraging all employees to feed relevant information on breaches of our policy back to the management team to enable corrective and preventive action to be taken (and record keeping of same)
- The recording of the provision of all such awareness and training as evidence
- Implementation of documented, quarterly legislation and regulatory identification and reviews / audits of compliance with same as part of our ongoing commitment to achieving and then maintaining SIA ACS registration, ISO 9001: 2008 and associated compliance with BS 7499, BS 7858 and eventually, BS 7984.
- Exercising continuing management vigilance to ensure the implementation of the requirements stated in this document, reinforced by an ongoing, planned internal audit programme

We do not believe that the Race Relations (Amendment) Act: 2000 as compared with the Race Relations Act: 1976 requires fundamental or detailed change to our own policy, arrangements and procedures in the context of our own particular business, the customers we serve, the members of the public and suppliers with whom we interact and the people we employ or place under contract. This is because our own internal policy and supporting requirements were and continue to be based upon best practice in all respects.

We do however acknowledge that our business serves and acts on behalf of many public authorities and as such our own policy and practices must be compliant with or 'mirror' the new requirements placed upon our customers. We have therefore reviewed and if / where necessary we have updated our more detailed equal opportunities and race relations policy documents and relevant associated documents. Assignment / Site instructions relating to the services we provide to specific customers are also reviewed and where applicable are updated or are appended with customer specific policy and supporting requirements whenever necessary to ensure compliance with customers' legal obligations. Awareness and where required, in-depth training is provided to employees concerning such requirements prior to commencing work with the customer.

Signed N Vrahimi

On behalf of 118 Security Ltd

Date 01/04/2018 v1