



Equality & Diversity Policy Statement

John Moore Security Ltd is an equal opportunities employer. The company whole-heartedly supports the principle of equality and diversity amongst our workforce and opposes all forms of unlawful or unfair discrimination or victimisation on the grounds of colour, race, nationality, ethnic or national origin (*Race Relations Act 1976 & Race Relations (Amendment) Act 2000*), gender (*Sex Discrimination Act 1975*), marital status, disability (*Disability Discrimination Act 1995*), sexual orientation (*Sex Discrimination (Gender Reassignment) Regs 1999*), remuneration (*Equal Pay Act 1970*) religion (*Employment Equality (Religion or Belief) Regs 2003*), or age (*Age Discrimination 2006*). Any complaints in respect of such discrimination shall be vigorously investigated and dealt with.

We believe that it is in the company's best interest, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end, within the framework of the law, we are committed, wherever practicable, to recruiting and maintaining a workforce which broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals, whether full or part-time, permanent or temporary, are treated equally and fairly, that each employee feels respected and able to give of their best and that vacancy advertising, recruitment, selection, training, promotion, careers management and other employment decisions are based solely on objective and job related criteria including individuals' ability and aptitude.

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 our organisation.

John Moore Security Ltd. recognises that every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, victimisation, discrimination or harassment will be tolerated and any breach of this policy will be regarded as misconduct and could lead to disciplinary action.

At management team level, all those responsible for recruitment, selection, training, promotion, discipline and dismissal are aware of equality issues involved during these activities through appropriate training from ACAS and other relevant organisations.

During procurement, John Moore Security Ltd will, during its tender evaluation and contracting processes, take into account a potential supplier's approach to equality in terms of its employment practices and service delivery. The impact of the supplier's procurement strategy with regard to the promotion of equality will also be monitored and managed throughout the life of each contract where equality is deemed to be a core requirement.

At board level, John Moore, the Managing Director has full responsibility for the implementation of this policy and it will be continuously monitored and subject to annual review to evaluate its effectiveness and, whenever considered necessary, due to changes in the business or employment legislation.

This Policy, together with the company's disciplinary and grievance procedures, shall be issued to all employees during induction.

A handwritten signature in black ink, appearing to read 'J Moore', written over a horizontal line.

signed: _____ *Managing Director*

John Moore