



Equality and Diversity Policy

AK-Reliance Security Solutions LTD is dedicated to encouraging a supportive and inclusive culture amongst the whole work force. It is within our best interest to promote diversity and eliminate discrimination in the work place.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organization is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all our employment and not provide less favorable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy of maternity, race, ethnic origin, colour, nationality, national origin, religion, or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part time, full time or temporary, will be treated fairly and with respect. When AK-Reliance Security Solutions LTD selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organization will be fully utilised and we will maximize the efficacy of our whole work force.

AK-Reliance Security Solutions LTD commitments:

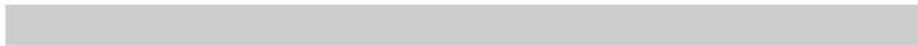
- To create an environment in which individual preferences and the contributions of all team members are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to staff.
- To promote equality in the workplace, which AK-Reliance Security Solutions LTD believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can comply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

AK- Reliance Security Solutions LTD will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the work place. The policy will also be drawn to the attentions of funding agencies, stakeholders, customers, learners, and job applicants.

AK-Reliance Security Solutions LTD equality and diversity policy is fully supported by senior management and has been agreed with trade unions and/ or employee representatives.

Our Policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the work place.

AK-RELIANCE



SECURITY SOLUTIONS LTD