



AK9 SECURITY AND FM SOLUTIONS LTD



DIVERSITY & INCLUSION POLICY



ADDRESS

11a Stewart House
Longbridge Road
London
IG11 8RT

CONTACT

+44 (0)203 609 7608
info@ak9security.com
www.ak9security.com

Reference	AK9 POL 10
Version	4.0
Issue Date	04/01/2021
Approved	MD



AK9 Security & FM Solutions 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 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 on grounds of gender, gender reassignment, marital status, pregnancy/maternity, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-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.

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.

We are committed:

- To creating an environment in which individual differences and the contributions of all our staff are recognised and valued.
- To ensuring that every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying, victimisation or harassment will be tolerated.
- To providing training, development and progression opportunities to all staff.
- To reviewing all our employment practices and procedures to ensure fairness.
- Ensuring that breaches of our equality policy are regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives.

The policy will be monitored and reviewed annually.

Signed:

Name: Faisal Ali

Position: Managing Director