

Equal Opportunities and Diversity Policy

Introduction

At Line Security Services Ltd, we are committed to promoting equality, diversity, and inclusion within our workplace. We value the unique contributions that everyone brings and aim to create an environment where everyone is treated with dignity and respect. Discrimination, harassment, or victimisation will not be tolerated under any circumstances.

Policy Scope

This policy applies to all employees, job applicants, contractors, suppliers, clients, and other stakeholders involved in our operations. It covers all aspects of employment, including recruitment, selection, training, promotion, and workplace conduct.

Policy Objectives

1. Equal Opportunities

- Provide equal opportunities for all individuals, regardless of their protected characteristics, including:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race, colour, nationality, or ethnic origin
 - Religion or belief
 - Sex
 - Sexual orientation

2. Diversity

- Recognise and embrace the diversity of our workforce and stakeholders, ensuring that differing perspectives, experiences, and skills are valued and utilised.

3. Inclusion

- Foster an inclusive culture where everyone feels supported, empowered, and able to contribute fully to the success of the organisation.

Key Commitments

1. Recruitment and Selection

- Ensure all job advertisements, interviews, and selection processes are fair, transparent, and free from bias.
- Base decisions solely on the skills, qualifications, and experience required for the role.

2. Training and Development

- Provide equal access to training, development, and career progression opportunities.
- Regularly train managers and employees on equality, diversity, and inclusion principles.

3. Workplace Conduct

- Promote a positive work environment where discrimination, harassment, and victimisation are actively challenged.
- Implement a clear process for reporting and addressing concerns or complaints.

4. Monitoring and Evaluation

- Regularly review policies and practices to ensure compliance with equality legislation and best practices.
- Monitor workforce diversity to identify and address potential barriers to equality.

5. Flexible Working and Adjustments

- Support employees with disabilities or specific needs by providing reasonable adjustments in the workplace.
- Promote flexible working arrangements to accommodate diverse needs and commitments.

Responsibilities

1. Management

- Lead by example and promote a culture of equality and inclusion.
- Ensure compliance with this policy and take appropriate action when breaches occur.

2. Employees

- Uphold the principles of this policy and treat colleagues, clients, and stakeholders with respect.
- Report any instances of discrimination, harassment, or victimisation.

3. HR and Compliance Teams

- Provide guidance and support on equality and diversity matters.

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- Investigate complaints and ensure that appropriate actions are taken.

Legislative Framework

This policy aligns with the requirements of the **Equality Act 2010** and other relevant legislation to ensure that our practices are lawful and inclusive.



Hafiz Rehman
Managing Director
27/10/2025