



Equal Opportunities Statement Policy

Secure-Ops Ltd is an equal opportunities employer. It is the Company's policy to treat all employees, job applicants and service suppliers fairly and equally, regardless of their:

- Race
- Colour
- Nationality
- Ethnic or national origin
- Creed
- Sex
- Sexual orientation
- Gender re-assignment
- Marital status
- Age
- Religion
- Disability
- Union membership status

Secure-Ops Ltd will ensure that no requirement or condition will be imposed, without objective justification, which could lead to disadvantage individuals purely on any of the above grounds. This policy applies to terms and conditions of employment including pay, training, promotion, recruitment process, transfer and all aspects of employment. Secure-Ops Ltd regularly carries out assessments on the recruitment and selection criteria to ensure that individuals are selected to their relevant abilities and merits and whilst employed within the company have every opportunity to progress, unrestricted on any of the above points.

Secure-Ops Ltd are fully committed to the implementation of this policy and believe in the essence behind the policy. Strict adherence to this policy is regularly reviewed to ensure that it meets a changing society. The overall responsibility lies with the Director. However all employees are required to comply with the policy and to act in accordance with its objectives, so as to remove any barriers to equal opportunity. Any act of discrimination by employees, or failure to adhere to this policy will result in disciplinary action.

Neil Andrews
Director