



## **EQUAL OPPORTUNITY POLICY**

SOS Security Services Ltd does not tolerate any form of discrimination within the company.

The company aims to be an equal opportunity employer and staff are always selected, trained and / or promoted on merit; irrespective of sex, race, nationality, ethnic origin, marital status, disability, age, part-time or fixed term contract status.

It is strict company policy to ensure that no applicant or employee is disadvantaged by conditions or requirements which are not essential for carrying out the job.

The company recognises that adhering to the Equal Opportunities Policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the company's and employee's best interests.

The company recognises the great benefits in having a diverse workforce from different backgrounds which is employed, trained and promoted solely on the basis of talent, skill and competency.

Any complaints of discrimination by an employee will be pursued through the company's Grievance Procedures.

Applicants are informed about this policy during the initial application process. Employees are further informed via 'Employee Hand Book'. Policy is also available on company website.

Where it appears that applicants/employees are not being offered equal opportunities, circumstances will be investigated to identify any policies or criteria which exclude or discourage certain employees and, if so, whether these are justifiable.

Disciplinary action will be taken against a company employee if after a full investigation; it was revealed that he/she is guilty of any form of discrimination against a company employee or applicant.

This policy will be implemented throughout the company and is freely available to all stakeholders via company website.