

Equality, Diversity, and Inclusion (EDI) Policy

1. POLICY STATEMENT

Advantage Security Limited is committed to promoting equality, diversity, and inclusion in all areas of our work. We value and respect individual differences and are dedicated to creating an environment where everyone is treated fairly, with dignity and respect.

2. PURPOSE

The purpose of this policy is to ensure that no employee, job applicant, customer, or stakeholder is treated less favorably on the grounds of:

- a. Age
- b. Disability
- c. Gender reassignment
- d. Marriage or civil partnership
- e. Pregnancy or maternity
- f. Race (including colour, nationality, ethnic or national origin)
- g. Religion or belief
- h. Sex
- i. Sexual orientation

This policy also covers unfair treatment arising from unconscious bias, socio-economic status, or any other irrelevant factor.

3. SCOPE

This policy applies to all staff, contractors, clients, partners, and job applicants across all areas of the business, including recruitment, training, development, and service delivery.

4. OUR COMMITMENTS

We will:

- a. Promote an inclusive culture and celebrate diversity.
- b. Ensure our recruitment, promotion, and retention practices are fair and accessible.
- c. Take prompt action against any form of discrimination, bullying, or harassment.
- d. Provide training and support to help staff understand and embrace EDI principles.
- e. Regularly review our practices and policies to ensure continued fairness and effectiveness.

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5. RESPONSIBILITIES

- a. **Directors and Managers** are responsible for leading by example and embedding EDI in everyday activities.
- b. **Employees** must treat colleagues and clients with respect and report any concerns regarding unfair treatment.
- c. **HR/Equality** Lead (if applicable) will monitor and review the policy and ensure compliance across the organization.

6. BREACH OF POLICY

Any breaches of this policy may lead to disciplinary action, up to and including dismissal. Serious incidents may also be reported to external authorities where appropriate.

7. POLICY REVIEW:

This Equality, Diversity, and Inclusion (EDI) Policy will be regularly reviewed by the HR Manager and updated as necessary.

The Managing Director shall review this policy annually or follow significant changes.



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Advantage Security Limited