



AKC

SOLUTIONS

FAIR TREATMENT

AKC International Solutions LTD

[Abstract](#)

The Fair Treatment at Work Policy and Procedure provide a clear statement of expectations and a framework through which issues of harassment, bullying, victimization and unlawful discrimination can be raised by individuals and appropriate action taken.



Treating Co-workers Fairly

Fair Employment Practices

AKC International Solutions LTD is fully committed to ensure that all employees, irrespective of level, are treated fairly and with due respect. Certain characteristics are 'protected characteristics' under equal employment laws and the protection given can apply where an individual is unfavourably treated in relation to their own personal characteristics. AKC strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, colour, religion, national origin, ethnicity, gender, age, and etc

Equal Opportunities

This policy applies to all aspects of employment, including recruitment and selection, performance management, training, promotion, pay and conditions.

Diversity and Inclusion

We value and respect the differences between our people and strive to create a equitable workplace where everyone feels included. Working together in an inclusive environment enables us to harness the collective and complementary skills, knowledge, background and network of our people. Valuing diversity and inclusivity is an element of our culture and integral to our strategy to be a market leader delivering excellent service to our clients. It's also a responsibility and commitment shared by all AKC International Solutions LTD employees.

Harassment Free Workplace

Discrimination, bullying or harassment of any kind against colleagues or anyone with whom you deal with during your employment from AKC International Solutions LTD will not be tolerated and could result in disciplinary action. We do not tolerate any form of abuse or harassment. This includes actions that can reasonably be considered as offensive, intimidating, or discriminatory, as well as any form of sexual harassment.

Everyone who works with or on behalf of AKC has a responsibility to ensure that this policy is properly observed and fully complied with. People around the world can live by very different belief systems (sometimes based on religious or political beliefs). You should never pass judgement on the way other people live their lives, and always show respect for other cultures and belief systems. If



you are travelling for or on behalf of AKC you should make yourself aware of local customs and adhere to any local etiquette.

Serious offences such as deliberate harassment will normally be regarded as gross misconduct and may result in disciplinary action.

We also extend our commitment to the communities in which we operate.

Ali Abdulla . Managing director on behalf of the board. London 2022

A handwritten signature in black ink, consisting of stylized initials 'A' and 'D' followed by a long horizontal line that ends in a small arrowhead.