



Document:	Equality and Diversity Policy
Date:	09/04/2026
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Approver's title:	Director
Approver's signature:	
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Policy owner:	HR Manager

Secure Frontline Services Ltd. is committed to meeting its legal and moral obligations of eliminating discrimination and promoting equality on the ground of age, gender, race, nationality, ethnicity, religious or political beliefs, disability, marital status, social background, sexual orientation or for any other reason.

The management will:

- develop and promote a culture of equality and diversity throughout the company;
- develop and promote a culture of dignity, courtesy and respect;
- support all staff, including provision of relevant support relating to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief), sex and sexual orientation.
- work to prevent all forms of unlawful discrimination;
- deal with all forms of discrimination consistently and effectively.
- ensure that advertising, recruitment/ selection and appointment procedures, performance management processes and disciplinary grievance processes are fair and transparent and are consistently applied

All staff are requested:

- to actively encourage non-discriminatory practices and report any incidences of behaviour that fail to comply with this policy;
- to be aware of equality and diversity issues.

This Policy is reviewed annually, or upon legislative updates.