

## Equality and Diversity Policy

It is the policy of Security Scotland to treat all employees, learners and job applicants fairly and equally and in accordance of the 9 protected characteristics of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Furthermore, Security Scotland will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer, and every other aspect of employment.

Security Scotland will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted, and otherwise treated according to their relevant individual abilities, skills, and merits.

Security Scotland is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with James Glackin, managing director. However, all staff 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 any failure to comply with the terms of the policy may result in disciplinary action.

A handwritten signature in black ink that reads 'James Glackin'.

Managing Director:  
13<sup>th</sup> January 2026

Renewal Date:  
12<sup>th</sup> January 2027