

## EQUAL OPPORTUNITIES RESPONSIBILITY POLICY

### 1. GENERAL

KBG Security Solutions Limited is committed to a policy of equal opportunities for all and shall adhere to such a policy at all times and will review on an ongoing basis all aspects of recruitment to avoid unlawful or undesirable discrimination. KBG Security Solutions Limited will treat everyone equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation, and places an obligation upon all staff to respect and act in accordance with the policy. KBG Security Solutions Limited is committed to providing training for all its staff in equal opportunities practice.

KBG Security Solutions Limited shall not discriminate unlawfully when deciding which candidate/temporary worker is submitted for a vacancy or assignment, or in any terms of employment or terms of engagement for temporary workers. KBG Security Solutions Limited will ensure that each candidate is assessed only in accordance with the candidate's merits, qualification and ability to perform the relevant duties required by the particular vacancy.

All provisions in this policy are made in accordance with the Equality Act 2010, which replaced previous anti-discrimination laws including the Sex Discrimination Act 1975, Race Relations Act 1976, and Disability Discrimination Act 1995.

KBG Security Solutions Limited recognises that harassment and victimisation are also forms of unlawful discrimination under the Equality Act 2010 and are not tolerated in any form. All staff will receive training on equality and diversity during induction and at regular intervals thereafter to ensure policy understanding and compliance.

### 2. SEX AND RACE DISCRIMINATION

Unlawful sex, sexual orientation or race discrimination (or any other type of discrimination) occurs in the following circumstances:

#### 2.1. Direct Discrimination

Direct discrimination occurs where one individual treats another individual less favourably on grounds of their sex or race than they treat or would treat other persons.

It is unlawful for a company to discriminate against a person on the grounds of their sex, colour, race, nationality, ethnic or national origins:

- in the terms on which the company offers to provide any of its services.

- by refusing or omitting to provide any of its services.
- in the way it provides any of its services.

Direct discrimination would also occur if a company accepted and acted upon a job registration from a client which states that certain persons are unacceptable because of their sex, colour, race, nationality, or ethnic or national origins, unless one of the exceptions applies.

## 2.2. Indirect Discrimination

A claim of indirect discrimination arises when an employer applies a provision, criterion, or practice that applies generally but disadvantages a higher proportion of people from a particular protected group.

Indirect discrimination would also occur if a company accepted and acted upon an indirectly discriminatory instruction from an employer.

KBG Security Solutions Limited will not discriminate unlawfully when selecting candidates or temporary workers for a vacancy or assignment or in any terms of employment or terms of engagement for temporary workers.

If the vacancy falls within the definition of a genuine occupational requirement (GOR) or any other statutory exception, KBG Security Solutions Limited will not deal further with the vacancy unless the client provides written confirmation of the GOR. KBG Security Solutions Limited will ensure the GOR is lawful, objectively justified, and in full compliance with the Equality Act 2010.

## 3. DISABILITY DISCRIMINATION

Disability discrimination occurs if, for a reason which relates to the disabled person's disability, an individual:

- treats them less favourably than they treat, or would treat, others to whom that reason does not or would not apply, and,
- the employer cannot show that the treatment in question is justified.

KBG Security Solutions Limited will not discriminate against a disabled job applicant or employee on the grounds of disability:

- in the arrangements i.e., application form, interview and arrangements for selection for determining to whom a job should be offered;
- in the terms on which employment or engagement of temporary workers is offered;



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- by refusing to offer, or deliberately not offering the disabled person a job for reasons connected with their disability;
- in the opportunities afforded to the person for receiving any benefit, or by refusing to afford, or deliberately not affording them any such opportunity;
- by subjecting them to any other detriment (detriment will include refusal of training, transfer, demotion, reduction of wage, or harassment).

KBG Security Solutions Limited will accordingly make career opportunities available to all people with disabilities and every practical effort will be made to provide for the needs of staff, candidates, and clients.

#### 4. AGE DISCRIMINATION

KBG Security Solutions Limited will encourage clients not to include any age criteria or other subjective criteria in job specifications and every attempt will be made to persuade clients to recruit on the basis of competence and skill and not age.

#### 5. COMPLAINTS AND MONITORING PROCEDURES

KBG Security Solutions Limited has in place procedures for dealing with complaints of discrimination. These are available from the Administration Assistant and will be made available immediately upon request.

This policy will be reviewed at least annually or when there are changes to legislation or company practice. Data on recruitment and selection will be monitored to identify and address any potential inequalities.



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