

Securatex Ltd — Equality, Diversity & Inclusion Policy

1. Document control

Document title: Equality, Diversity & Inclusion (DEI) Policy

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Version: 1.0

Status: Controlled document

Owner: Managing Director (MD)

Approved by: Managing Director

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Distribution: All personnel; published on website; provided to clients on request

Related documents (controlled):

- IMS-POL-GRV-001 Grievance Policy
- IMS-POL-WB-001 Whistleblowing (Speak Up) Policy
- IMS-POL-QMS-001 Quality Policy (ISO 9001)
- IMS-POL-OH&S-001 Health & Safety Policy (ISO 45001)
- IMS-POL-IS-001 Information Security Policy (high-level, where applicable)
- IMS-PRO-TRN-001 Training, Competence & Awareness Procedure
- IMS-PRO-NCR-001 Nonconformity & Corrective Action Procedure
- IMS-REG-TRN-001 Training & Competence Records

2. Policy statement

Securatex Ltd is committed to providing a workplace and service environment where people are treated with dignity, respect and fairness. We value diversity, promote equality of opportunity, and work to create an inclusive culture where everyone can contribute and perform at their best.

We will not tolerate discrimination, harassment, bullying or victimisation. We are committed to meeting our legal obligations and to applying this policy across recruitment, training, deployment, supervision and client-facing operations.

This policy supports our Integrated Management System and contributes to consistent, professional service delivery.

3. Scope

This policy applies to:

- employees, contractors, agency workers, consultants, volunteers and anyone working under Securatex Ltd direction;
- applicants and candidates during recruitment and selection;
- subcontractors and suppliers where their conduct impacts Securatex Ltd service delivery;
- client-facing environments including sites, venues and events.

4. Legal and other requirements

Securatex Ltd is registered in England and Wales. Company No. 16819007.
Registered Office: 172 Stanley Green Road, Poole, Dorset, England, BH15 3AH

Securatex Ltd will comply with applicable UK equality legislation, including the Equality Act 2010, and any relevant contractual, client, or site requirements relating to equality, diversity and inclusion.

5. Definitions (summary)

- Equality: fair treatment and equality of opportunity.
- Diversity: recognising and valuing difference within the workforce and stakeholder groups.
- Inclusion: creating an environment where people feel respected, supported and able to contribute.
- Discrimination: unfair treatment because of a protected characteristic (direct/indirect), discrimination arising from disability, failure to make reasonable adjustments, harassment, and victimisation.
- Protected characteristics: as defined by the Equality Act 2010.

6. Our commitments

Securatex Ltd commits to:

6.1 Fair treatment and equal opportunity

- Make decisions on recruitment, training, deployment, promotion and performance based on objective criteria and competence.
- Ensure job requirements are proportionate and relevant to the role.

6.2 Zero tolerance for harassment and bullying

- Maintain professional conduct standards across all environments.
- Take prompt action on reported concerns and apply fair processes.

6.3 Inclusive leadership and supervision

- Expect managers and supervisors to set the tone, challenge unacceptable behaviour, and maintain professional standards.
- Ensure briefings and instructions reinforce respectful conduct, especially in public-facing roles.

6.4 Reasonable adjustments and wellbeing

- Where applicable and appropriate, consider reasonable adjustments for workers with disabilities or health needs, supporting safe and effective performance.
- Treat wellbeing and dignity as part of competent management and safe delivery.

6.5 Training and awareness

- Provide DEI awareness proportionate to role and risk (including induction and refreshers).
- Reinforce behavioural expectations and client-facing professionalism.

6.6 Client and public interface

- Deliver services in a manner that respects the public and stakeholders, including vulnerable persons, and supports safe, orderly operations without unlawful discrimination.

6.7 Supply chain expectations

- Expect subcontractors and suppliers working with Securatex Ltd to meet equivalent standards of conduct and legal compliance.

7. Roles and responsibilities

Managing Director (MD)

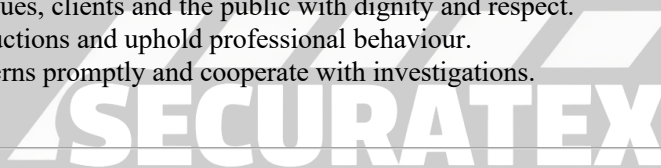
- Overall accountability for DEI policy implementation and effectiveness.
- Ensures resources, training, and fair processes are in place.
- Reviews DEI performance and themes through management review.

Management / Supervisors

- Apply the policy consistently and lead by example.
- Ensure any DEI concerns are dealt with promptly and escalated appropriately.
- Support fair recruitment, deployment and performance management decisions.

All personnel

- Treat colleagues, clients and the public with dignity and respect.
- Follow instructions and uphold professional behaviour.
- Report concerns promptly and cooperate with investigations.



8. Recruitment, selection and deployment (fairness controls)

Securatex Ltd will:

- Use fair, objective recruitment methods and role-relevant selection criteria.
- Avoid unlawful discrimination in job adverts, screening and interviews.
- Ensure deployments are based on competence, suitability and client requirements that are lawful and proportionate.
- Maintain records sufficient to demonstrate fair decision-making where required.

9. Reporting concerns and how they are handled

Securatex Ltd encourages early reporting of concerns.

9.1 Reporting routes

- Email: compliance@securatex.co.uk
- Formal employment-related matters: use the Grievance Policy route (via compliance@)
- Public interest wrongdoing: use the Whistleblowing (Speak Up) Policy

9.2 Non-retaliation

No person will suffer detriment for raising a DEI concern in good faith. Retaliation, victimisation or intimidation is prohibited and may lead to disciplinary or contractual action.

9.3 Investigation and outcomes

Concerns will be:

- acknowledged, triaged and investigated proportionately;
- handled confidentially on a need-to-know basis;
- concluded with documented outcomes and corrective actions where needed.

10. Training, competence and communication

- DEI expectations will be included in induction and refreshed periodically.
- Managers/supervisors will receive additional guidance on fair decision-making, behaviour standards, and handling concerns.
- The policy will be available to all personnel and published on the website where appropriate.

11. Monitoring, audit and continual improvement

We will monitor and improve DEI arrangements through:

- trend analysis of complaints, grievances and whistleblowing themes (where relevant);
- training completion and competence assurance;
- internal audits and management review;
- corrective actions raised under the IMS where systemic issues are identified.

This supports continual improvement and consistent service delivery.

12. Data protection and confidentiality

Information relating to DEI concerns will be handled lawfully and securely. Personal data will be minimised and access restricted. Outcomes will be communicated appropriately without unnecessary disclosure of personal information.

13. Review


This policy will be reviewed at least annually and sooner if triggered by:

- audit findings;
- significant incidents or trends;
- changes in law or client requirements;
- organisational change.

14. Approval

Approved by: James Adams

Name: Managing Director

Signature: 

Date: 07/02/2026

