



EQUALITY AND DIVERSITY POLICY

The purpose of Equality and Diversity (E&D) management is to ensure that all of our staff are treated with fairness, dignity and respect, so that we get the best from them and assist them in achieving their full potential. E&D is an essential element of good leadership, team cohesion and company effectiveness. It encompasses our behaviour to each other, as well as employment and career issues such as training and promotion. We must all play our part in eliminating any prejudiced attitudes that can manifest themselves in discrimination and unfair treatment. Unacceptable behaviour is always to be challenged and in particular any form of harassment, discrimination or bullying.

Diversity has always been a characteristic of our society and we must accept and value differences among individuals in order to harness fully their talents in support of the team goal. However, we cannot achieve this objective without focusing on the E&D considerations.

In accordance with the Equality Act 2010 and as an employer, Gryphon Safety and Security is committed to equality and valuing diversity in the workplace. Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our clients and employees.

We will provide equality of opportunity and will not tolerate discrimination on grounds of a person's sex, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, sexual orientation, religion or belief, race or age.

We will demonstrate our commitment by:

- Promoting equality of opportunity and diversity within the environments we work and with all our clients and employees
- Aiming to build a workforce that reflects the diverse communities in which we work and having parity of representation across the workforce
- Encouraging recruitment from groups currently under-represented within the workforce
- Treating our clients and employees fairly and with respect
- Promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- Recognising and valuing the differences and individual contribution that people make
- Providing support and encouragement to employees to develop their careers and increase their contributions to the company through the enhancement of their skills and abilities
- Building in legislative requirements and best practice to all our service delivery and employee policies and procedures

Every person working for Gryphon Safety and Security has a personal responsibility for implementing and promoting these principles in their day to day dealings with everyone, including members of the public, other staff and employers. Inappropriate behaviour is not acceptable and will not be tolerated.

Original signed

M Adey, Managing Director