



POL/06

Integrated Management System

Last Review: 12th May 26

Next review: 12th May 27

Equality, Diversity and Recruitment Policy

H&M Security Services Ltd are committed to providing an environment which promotes fairness and equality for all.

We have a policy which embraces the employment of people who bring with them a wide range of skills from a diversity of backgrounds, which together strengthens the company making us more adaptable, understanding, and receptive to the needs of our clients. All staff will be recruited in accordance with relevant legislation and with due cognisance to individual rights and data protection.

Posts will be advertised with clarity and allowing enough time for all parties to understand the requirements and place their applications.

Pre recruitment checks will be undertaken in accordance with SIA rules and full documented records of these checks maintained in a secure and locked environment.

We believe that our prospective and actual employees must be treated fairly, with dignity and respect regardless of any factor which does not relate to their ability to perform in their current and future role. We are committed to eliminating unlawful discrimination, promoting equality of opportunity, and promoting good relations between people of different gender, age, physical ability, race, religion, belief, sexual orientation, nationality, and social class.

We believe that diversity is not only fundamental to our employment practices but also to the way in which we deliver our services, and we aim to provide a service which treats all our clients and stakeholders with dignity and respect.

Interviews will be undertaken in a uniform manner to ensure all prospective employees have an adequate chance. Any aids required for interview will be supplied by H&M Security Services Ltd upon request.

The ultimate responsibility for this policy lies with the Managing Director who ensures that it is given and retains the highest of priorities. This policy and its implementation will be reviewed at least annually and updated as required.

Signed by:

A handwritten signature in black ink, appearing to read 'Ian Henderson', written over a horizontal dotted line.

Ian Henderson
Managing Director
H&M Security Services Ltd