Equal Opportunities Policy

Secure Risk Management Limited members and staff oppose racism and sexism in all the forms in which it is manifested. We pledge to implement policies that treat all persons in all the functions of our business equally on the basis of race, sex, class, color, ethnic origin, nationality, sexuality, marital status, age, trade union activity or membership, physical or mental disability, or religious belief. We endeavor to promote these values within the places where we operate and with individuals, organizations or entities that we come into contact with.

Secure Risk Management Limited is dedicated to taking action to carrying out this policy.

Equal opportunities policy statement

Secure Risk Management Limited states that it is an equal opportunities employer. Accordingly:

In providing Security Services and employing persons to provide these services, Secure Risk Management Limited endeavors to make any employment decisions on the basis of equality of opportunity and fair treatment for all persons.

No one or group seeking services, a job, or contracts with us will be treated with discrimination on the basis of sex, sexuality, age, race, class, color, nationality, ethnic origin, marital status, trade union membership or activity, physical or mental disability, or religious belief.

Secure Risk Management Limited, in the course of implementing this policy, will strive to aid disadvantaged person groups to benefit from its provided services, and attempt to identify the needs of such persons and groups.

We will compile and review records of the ethnic/racial origin and sex of everyone applying for services or jobs from us to aid in implementing this equal opportunity policy.

For and on behalf of Secure Risk Management

Signed: _____ **Position:** Managing Director **Date:** 1st December 2025