

## Managing Diversity Policy Statement

A copy of our full Managing Diversity Policy is contained within our employees' handbook and communicated to all officers and staff during their induction process.

Advance Security is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation.

The company will not discriminate on the grounds of race, gender, disability, nationality, religion, age, sexual orientation, family status or any other irrelevant factor and will build a culture that values openness, fairness and transparency.

The purpose of the Policy is to promote equality, value diversity, ensure fairness, equality of access and opportunity. All employees will be treated fairly and enabled to maintain their personal dignity whilst at work.

All employees are responsible for the promotion and advancement of this policy. The Company will support any employees who are subjected to inappropriate treatment that is not in line with this policy. Any behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the disciplinary procedures.

The Policy is applicable to all employees, clients, suppliers and contractors whether permanent or temporary. It will also apply to all employment and training processes and to any dealings with customers or clients. Decisions relating to customers will be based on business resulted criteria only.

In order to ensure that the Diversity Policy is a fundamental part of the company's diversity strategy it is reinforced by the following processes:

- Leadership and Ownership
- Reviewing effectiveness and ongoing policy development
- Training and education
- Communication
- Handling of complaints

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