

Equal Opportunities and Diversity Policy Statement

1. SECOM PLC is an Equal Opportunities Employer. The objectives of the following policy are to ensure that the talents and resources of employees are utilized to the full and that no applicant or employee;

EITHER receives less favourable treatment on the grounds of gender (including gender identity and trans status), sexual orientation, marital or civil partnership status, pregnancy or maternity status, race (including colour, nationality, and ethnic or national origin), disability, religion or belief, responsibility for dependants, trade union activity, or age.

OR is disadvantaged by conditions or requirements, which have a disproportionately adverse effect on their group, and which cannot be justified on grounds other than these reasons.,

Equal opportunities and diversity cover all aspects of working life. The understanding and views of people on related issues are shown through their behaviour.

2. The Company will: -
 - 2.1 Apply this policy positively and equally to all categories of staff.
 - 2.2 Apply this policy to all selection procedures in order to ensure that individuals are treated for the purpose of selection, promotion and training on the basis of their relative merits and abilities in relation to the requirements of the post.
 - 2.3 Encourage all employees within the company’s service to progress within the organisation.
 - 2.4 Take overall responsibility for and proactively monitor this policy, including regular analysis of recruitment, promotion, and pay data to identify and address any potential disparities. On the Company's behalf, the Managing Director is responsible for the implementation and monitoring of the policy. The detailed implementation will be delegated as appropriate to Departmental Heads with responsibility for staff.
 - 2.5 Require each member of the Company not to discriminate either directly or indirectly in the course of his/her duties and to incorporate this requirement into Company training syllabi, which will include training on recognizing and addressing direct and indirect discrimination, harassment, and unconscious bias.
 - 2.6 Embrace Diversity: The Company recognizes that diversity is about celebrating the value that different backgrounds, experiences, perspectives, and skills bring to the workplace. SECOM is committed to fostering an inclusive environment where every individual feels respected, supported, and able to achieve their full potential.

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3. This policy is based on the requirements of employment law. Any employee who fails to comply with the policy will be subject to the Company's disciplinary procedure and may be in breach of the law.
4. If at any time an employee considers that he or she has been treated unfavourably in terms of the criteria set out in Paragraph 1 above, the matter should be raised under the Company's grievance procedure. Employees should contact their Departmental Head or the HR Department in the first instance, or refer to Document Grievance Policy PO052 for the full process.
5. SECOM ensures that adequate financial and physical resources are available to ensure that Company objectives are met.
6. This Policy is reviewed annually.

Formal review of this Policy will occur once a year unless deemed necessary by changes in legislation and / or need due to improved practices.



Satoru Awano

Managing Director - SECOM PLC.

Version No	Amendments	By Whom	Date
3	No Changes – Annual Review	H Patel	Jan 2020
4	Update with New MD Signature	D Jones	May 2023
5	New logo header added	D Jones	March 2024
6	Improvements for Clarity and to strengthen the policy	D Jones	Nov 2025
6	No Changes – Annual Review	D Jones	Feb 2026

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