



EQUAL OPPORTUNITIES & DIVERSITY POLICY AND STATEMENT OF INTENT

NATIONAL WORKFORCE LTD 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, colour, ethnic origin, nationality, sexuality, marital status, age, trade union activity or membership, physical or mental disability, or religious belief. We endeavour to promote these values within the places where we operate and with individuals, organizations or entities that we come into contact with.

NATIONAL WORKFORCE LTD is dedicated to taking action to carrying out this policy.

NATIONAL WORKFORCE LTD states that it is an equal opportunities employer. Accordingly:

In providing Security Services and employing persons to provide these services, NATIONAL WORKFORCE LTD endeavours to make any employment decisions on the basis of equality of opportunity and fair treatment for all persons.

- Employing amazing people from diverse backgrounds irrespective of their sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion ethnic or national origin
- Creating an environment free from discrimination, harassment, or victimisation on the grounds of sex, age, marital status or civil partnership, disability, sexual orientation, gender reassignment, race, colour, belief, religion, ethnic or national origin, pregnancy, employment status or membership or non-membership of a trade union
- Recognising our legal obligation including those under the Race Relations Act, Sex Discrimination Act, the Equal Pay Act, the Disability Act and legislation pertaining to part time workers
- Undertaking a periodic review of procedures to maintain a system where our employees are selected, promoted, and treated solely on the basis of their merits and abilities
- Not tolerating acts which breach this policy; Any breaches of this policy and all instances of such behaviour or alleged behaviour will be taken seriously, and fully investigated and may be subject to the company disciplinary procedures
- Ensuring all our employees make a personal commitment to maintaining this policy and that all line managers and relevant decision makers understand the company policy and their position in law (appropriate training and guidance will be made available)

NATIONAL WORKFORCE LTD, 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.

For and on behalf of NATIONAL WORKFORCE LTD

Signed: M. Aziz Position: **Managing Director** Date: **01/04/2026**