



Equal Opportunities Policy -

TITAN SECURITY FENCING LTD is proud to be a multi-cultural company. We value diversity and recognise the business benefits of having a truly inclusive organisation where individuals' varied experiences and backgrounds can deliver innovative solutions, ensuring business success. In return, TITAN SECURITY FENCING LTD aims to provide a harmonious working environment in which all employees are able to maximise their full potential and where we treat all individuals fairly, with dignity and respect.

TITAN SECURITY FENCING LTD is fully committed to the principle of providing equal opportunities for all and endeavours to ensure that no employee or job applicant is discriminated against, either directly or indirectly, on the grounds of sex, age, gender reassignment, colour, race, nationality, ethnic or national origins, sexual orientation, disability or religion or belief or because someone is married or pregnant. Equality of opportunity is about good and effective employment practice, and about creating an environment in which everybody can be assured that their contribution is valued.

The aim of the policy is to prevent discrimination, victimisation, harassment and bullying, to provide guidance to resolve a problem should it occur and prevent recurrence.

As a firm supporter of the principles of equality, we ensure that the following employment practices are non-discriminatory:

- Terms and conditions of employment (including employment-related benefits and facilities).
- Recruitment and selection (including advertisements, job descriptions, interview and selection procedures):
 - The role profile is objective and provides key skills and knowledge required.
 - All adverts state that we are an Equal Opportunities employer.
 - Applications from all backgrounds are considered.
 - Offers made are based on appropriate key skills as outlined in the role profile.
 - Reasons for all decisions are recorded.
 - Applicants are invited to complete an Equal Opportunities monitoring form at the application stage.
 - Interviews are carried out by more than one person, where possible.
- Training:
 - All employees are encouraged to develop their skills and relevant qualifications.
 - Performance appraisals are conducted objectively and in a timely manner and identify any training that is suitable for the individual's needs and those of the business.
- Promotion and career development opportunities:
 - Selection for all opportunities is on the basis of merit.
 - Grievance handling and the application of disciplinary procedures.
 - Selection for redundancy.

Signed:

A Fletcher

A. Fletcher
Managing Director