

UR Secure is committed to promoting equality, diversity and inclusion across all aspects of its operations.

The Company recognises that a diverse workforce and an inclusive working environment strengthen the organisation and support the delivery of high-quality security services to clients, employees, visitors and members of the public.

The Company is committed to ensuring that all individuals are treated with dignity, fairness and respect and that equality of opportunity is maintained throughout all areas of the business.

UR Secure will comply fully with the requirements of the **Equality Act 2010** and all relevant employment and anti-discrimination legislation.

No employee, applicant, contractor, client, visitor or member of the public will be treated less favourably on the basis of any protected characteristic, including:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race, including colour, nationality, ethnic or national origin**
- **Religion or belief**
- **Sex**
- **Sexual orientation**

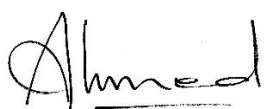
To support this commitment, UR Secure will:

- ➔ Ensure recruitment, selection, training and promotion processes are fair, transparent and based on merit.
- ➔ Maintain a working environment that is inclusive, respectful and free from discrimination, harassment or bullying.
- ➔ Make reasonable adjustments where required to support individuals with disabilities.
- ➔ Provide employees with guidance and awareness training relating to equality, diversity and inclusion
- ➔ Monitor equality practices to identify and remove potential barriers to fair treatment.
- ➔ Require employees and contractors to treat clients, visitors, colleagues and members of the public with dignity and respect.

As a security provider operating within client premises, retail, corporate, public-facing and operational environments, employees and contractors are expected to demonstrate professional, fair and respectful behaviour at all times when interacting with clients, visitors, colleagues and members of the public.

The Equality, Diversity and Inclusion Responsibility Statement details the basic requirements and responsibilities for the proper management of this Policy and forms part of the Company's Integrated Management System.

This policy is communicated to employees and contractors and is made available to interested parties upon request. It is subject to periodic review to ensure its continued suitability, adequacy and effectiveness.

A handwritten signature in black ink, appearing to read 'Ahmed'.

Ishtiaq Ahmed
Managing Director
Updated: 1st April 2026