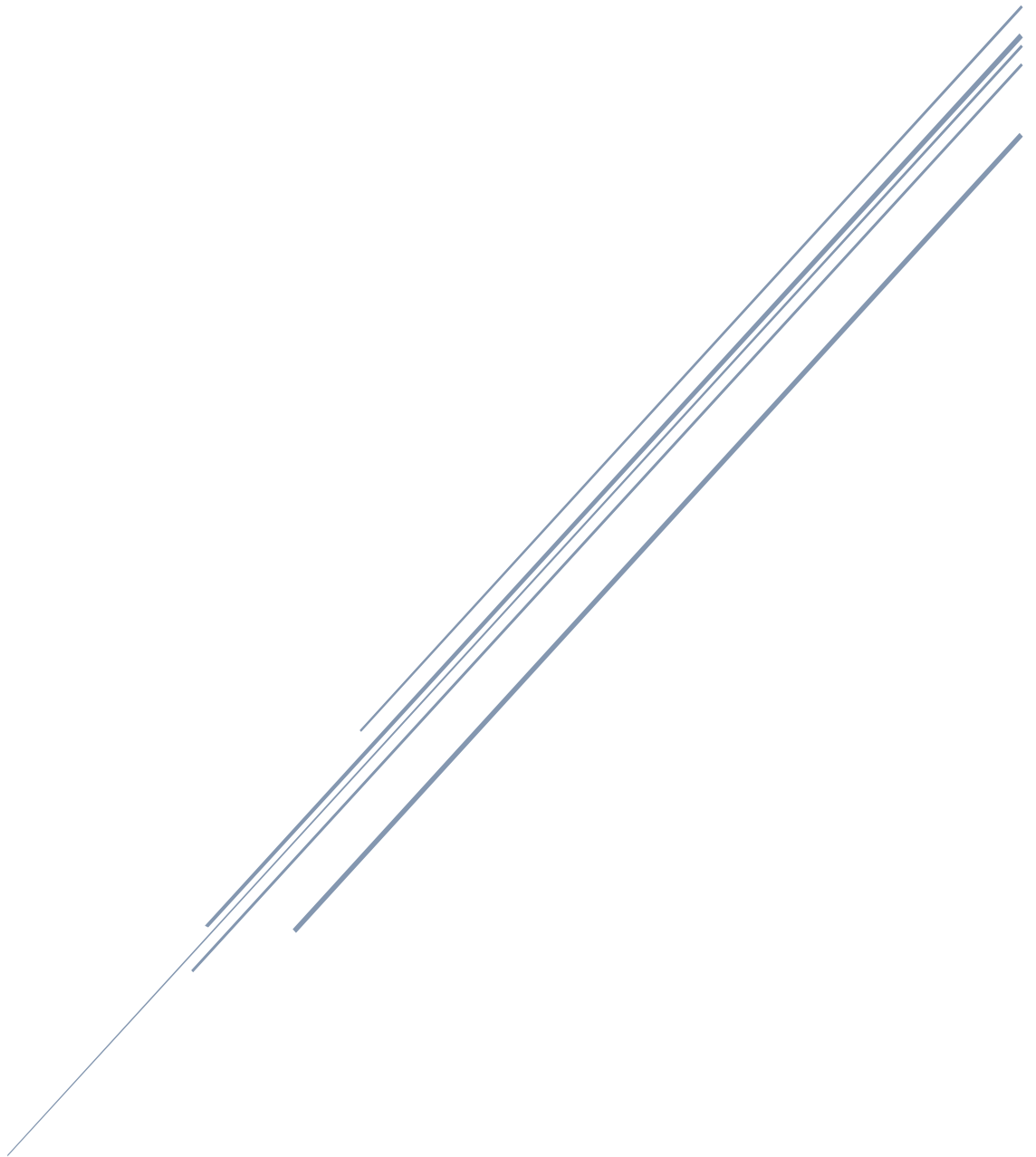




# Equality and Diversity Policy

Diversity/ EDP - 007



**Document Control:**

This document is valid for a period of 12 months from the date of issue and will be subject to an annual revalidation review by Hazard 360 Ltd.

Amendments will only be made with the approval Alan Smith Director. All amendments will be recorded in the tables below.

**Document Status:**

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Document Title	Equality and Diversity Policy
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Approved By	Alan Smith
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**Revision History**

Reference	Date	Revision Author	Summary Changes
EDP/ 007	01/01/2018	Alan Smith	New Equality and Diversity Policy
EDP / 007	01/01/2019	Alan Smith	No Change Required
EDP / 007	01/01/2020	Alan Smith	No Change Required

Equality, Diversity Policy	EDP / 007	Version: 001
Approved By: Alan Smith	Director – Hazard 360 Ltd	Version Date: 1 <sup>st</sup> Jan 2018
Security Classification: Internal	Page 1 of 3	Review Date: 1 <sup>st</sup> Jan 2021

## 1: Introduction

Hazard 360 Ltd is an Independent Security Risk mitigation and Training Consultancy, however we deal with people of all nations and as such we have created an Equality and Diversity policy and line with our commitment to prevent discrimination in the workplace.

## 2: Purpose of Policy

Hazard 360 Ltd is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

## 3: Policy Commitment

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

**When Hazard 360 Ltd is in a position** the following commitments would apply:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which [company name] believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. **When Hazard 360 Ltd is in a position** to select candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

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To regularly review all our employment practices and procedures so that fairness is maintained at all times. Will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants. Equality and diversity policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Alan Smith

Director

Hazard 360 Ltd

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