

EQUAL OPPORTUNITIES POLICY

City Security Services are committed to the principle of equality of opportunity for all in employment and service delivery. We take pride in our increasingly diverse work force. This policy outlines our commitment to Equality. It sets out our intention to create an environment, which promotes equality and diversity for all our staff in all our areas of service delivery.

Our Vision:

We want to see a strong spirit of cohesion, social inclusion and good race relations in our Company. The Company recognises that certain groups in the society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation, age or other minority status. We will ensure that we eliminate prejudice, unlawful discrimination and victimisation within the Company and towards the client for whom we provide services to. We will continue to develop and promote policies and systems that make sure our staff are not unlawfully discriminated against.

How Will We Deliver Our Commitment?

We recognise the value of diversity within our Company, our staff and the contribution made by people from different backgrounds. We are committed to ensure that we meet the needs of staff, who have varied and sometimes, complicated individual needs. We will make sure our employment is accessible to everyone and that we actively embrace the wide variety of lifestyles and cultures.

Our commitment is supported by a legal duty to provide all services and employment opportunities fairly, without unlawful discrimination. We believe we have a strong moral and social duty to recognise that unlawful discrimination takes place and to take steps to challenge prejudice and discrimination and promote equality. We are committed to providing high quality services and realise that to do this we need participation from all staff. We will promote our policies by:

- Good practice
- Consulting with and involving all staff
- Providing accessible information and ways staff can comment on our services
- Regularly reviewing policies and documentation to ensure that they do not unlawfully discriminate against anyone

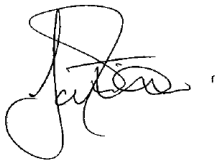
EQUAL OPPORTUNITIES POLICY (Cont)

How Will We Deliver Our Commitment (Cont)?

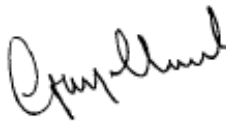
We have put in place a range of actions aimed at tackling prejudice and embracing diversity within our workforce. This will be achieved by:

- Maintaining the Race Relations Code of Practice in employment
- Developing a workforce which reflects the community at all levels
- Provide training for Managers to ensure that they understand the nature of discrimination and are fully aware of their responsibilities in implementing our equal opportunities policy.
- Ensuring all our recruitment is on an open, fair and competitive basis
- Making sure that all employees understand their responsibilities under this statement
- Making sure that all employees know about their rights of protection from unlawful discrimination, harassment, bullying or victimisation
- Developing and promoting policies, which give everyone equal access to employment and opportunities
- Monitor decisions on recruitment, selection, training and promotion to ensure they are based solely on objective and job related criteria
- Ensuring all our clients are aware of our policies and thus they themselves work towards our vision.
- Ensure that any grievance involving discrimination or harassment is considered seriously, thoroughly and fairly

With the help of feedback from our staff and clients, we will develop arrangements to monitor, review and evaluate the effectiveness of our policies. If our monitoring reveals any gaps in our policies, we will take necessary action. We will set clear deadlines and give responsibility to named staff who will be accountable for implementation of the given tasks (= Statutory Requirement).



James Mortimer
Director
September 2009



Gary Clarke
Director