



# Equality & Diversity Policy

DOCUMENT REFERENCE	POL-11	ISSUE DATE	01/04/2026
VERSION	3.0	REVIEW DATE	01/04/2027
OWNER	Ajay Badhan, Managing Director	CLASSIFICATION	Confidential — Controlled Copy



## Vision

KBG Security Solutions Limited is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. KBG Security Solutions Limited recognizes the real business benefits of having a diverse community of staff and to this end, is working towards building and maintaining an environment which values diversity.



## Policy Statement

KBG Security Solutions Limited believes in the principles of social justice, acknowledges that discrimination affects people in complex ways and is committed to challenge all forms of inequality. To this end, KBG Security Solutions Limited will aim to ensure that:

individuals are treated fairly, with dignity and respect regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation;

it promotes an inclusive and supportive environment for staff;

this policy is underpinned by the Equality Act 2010 and KBG Security Solutions Limited is committed to fulfilling its legal responsibilities under this Act, including the Worker Protection (Amendment of Equality Act 2010) Act 2023, which places a duty on employers to take reasonable steps to prevent sexual harassment in the workplace;

KBG Security Solutions Limited acknowledges the April 2025 Supreme Court clarification that the terms "sex", "man", and "woman" in the Equality Act 2010 refer to biological sex. This will be taken into account where lawful and appropriate.



## Aims of the Policy and Underpinning Principles



The aim of this policy is to ensure that in carrying out its activities KBG Security Solutions Limited will have due regard to:

promoting equality of opportunity, across all the areas of the organisation;

promoting good relations between people of a diverse background;

eliminating unlawful discrimination;

the use of Equality Impact Assessments (EIAs), where appropriate, when developing or reviewing policies, procedures, or services, to ensure that potential impacts on protected groups are identified and addressed.

This policy is guided by the following principles, that:

all staff should enjoy a safe environment free from discrimination and harassment/bullying;

all employees should have equal access to quality services that are made available by KBG Security Solutions Limited;

all staff should have equal access to opportunities for personal, professional or academic development and career progression and promotion opportunities wherever possible.

## Responsibilities

The Managing Director is responsible for ensuring the strategic development, implementation and review of the Equality and Diversity Policy and progress on the implementation across the organization.

The Managing Director is responsible for ensuring that procedures relating to staff recruitment, selection, career development, discipline and grievance are carried out in accordance with the Equality and Diversity Policy.

The Managing Director is responsible for:

fostering a culture in which compliance with this policy is regarded as integral to the work of the area and in which equality and diversity issues are actively promoted;

ensuring all staff are encouraged, supported and enabled to reach their full potential;

identifying appropriate staff development for themselves and their staff to meet the needs of their respective areas;

ensuring all staff receive equality, diversity, and inclusion training appropriate to their role, including during induction and at regular intervals.

## Breach of the Policy



**WE GUARD | WE PROTECT | WE SECURE**

**CONFIDENTIAL**

KBG Security Solutions Limited will take seriously any instances of non-adherence to the Equality and Diversity Policy by staff. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy.



## **Monitoring and Review**

---

This policy will be reviewed at least annually, or sooner if there are changes to legislation or organisational practice. KBG Security Solutions Limited will also regularly monitor and evaluate equality performance to ensure continuous improvement.



## **External Resource**

---

<https://www.gov.uk/guidance/equality-act-2010-guidance>

**Ajay Badhan**

**Managing Director**

01/04/2026