JANNET SECURITY SERVICES		Equality, Diversity & Inclusion Practice	
JSP - Jannet Security Practices Integrated Management System		Controlled Doc Number	JSP-015
		Version	1
		Effective From	02/02/2026
Approved By	Malik Sheraz - Managing Director	Review Date	01/02/2027

1. Purpose

The purpose of this Practice is to define how Jannet Security Services Ltd promotes equality, values diversity and ensures inclusion across all areas of its operations.

The Company is committed to providing a fair, respectful and inclusive working environment and to delivering services free from discrimination, harassment or victimisation.

This Practice supports the Company's Integrated Management System (IMS) and aligns with the Equality Act 2010, ISO 9001, ISO 14001, ISO 45001 and SIA Approved Contractor Scheme (ACS) expectations.

2. Scope & Application

This Practice applies to all employees, workers, agency staff, subcontractors, suppliers, clients and any individuals affected by the Company's activities.

It applies to all stages of employment and engagement, including recruitment, training, deployment, promotion, disciplinary processes, service delivery and termination of employment.

3. Roles & Responsibilities

Managing Director

- Provides strategic leadership and overall accountability for equality, diversity and inclusion
- Approves this Practice and ensures legal compliance
- Ensures appropriate resources are available

Operations Director

- Responsible for the operational implementation of this Practice across all service delivery functions
- Ensures equality and non-discrimination principles are applied within operational deployment, supervision and control room management
- Escalates significant equality or discrimination concerns to the Managing Director

Managers & Supervisors

- Implement this Practice within their areas of responsibility
- Ensure fair and consistent treatment of staff and service users
- Address concerns, complaints or breaches promptly
- Promote an inclusive and respectful workplace culture

Employees & Workers

- Treat colleagues, clients and members of the public with dignity and respect
- Comply with this Practice and report any concerns or unacceptable behaviour

4. How This Practice Operates

The Company promotes equality, diversity and inclusion by:

- Making decisions based on merit, competence and suitability
- Providing equal access to recruitment, training and development opportunities
- Taking reasonable steps to remove barriers for disabled individuals
- Preventing discrimination, harassment and victimisation in all forms
- Encouraging a culture of mutual respect and professionalism

Any form of discrimination, harassment or unfair treatment is not tolerated and may result in disciplinary action.

5. Compliance & Standards

This Practice supports compliance with, where applicable:

- Equality Act 2010
- Human Rights Act 1998
- SIA Approved Contractor Scheme (ACS)
- ISO 9001, ISO 14001 and ISO 45001 requirements

6. Records & Evidence

The implementation of this Practice is evidenced through controlled records, including but not limited to:

- Recruitment Records (JSC-008)
- Training Records (JSC-011)
- Appraisal Records (JSC-014)
- Disciplinary & Grievance Records (JSC-015)
- Policy Acknowledgement Records (JSC-011f)

7. Related Practices & Documents

This Practice should be read in conjunction with:

- JSP-002, Quality Management Practice
- JSP-010, Employee Handbook
- JSP-013, Modern Slavery & Labour Exploitation Practice
- JSP-016, Safeguarding Children Practice
- JSP-017, Safeguarding Adults at Risk Practice

8. Review & Continual Improvement

This Practice is reviewed at planned intervals or following changes in legislation, business operations, audit findings or reported concerns.

Opportunities for improvement are identified through feedback, audits, complaints and management review, with actions tracked to completion.