

# KING SAFETY AND SECURITY LTD

## Inclusion and diversity policy

[www.ksands.co.uk](http://www.ksands.co.uk)

At King Safety and Security, we firmly believe in fostering an inclusive and diverse workplace where all individuals feel respected, valued, and empowered. We are committed to creating an environment that celebrates differences and promotes equal opportunities for all employees, regardless of their race, ethnicity, gender, age, sexual orientation, disability, or any other characteristic protected by law. This inclusion and diversity policy outlines our commitment and sets the framework for actions and targets to achieve our goals.

### 1. Equal Employment Opportunities

- a. King Safety and Security is an equal opportunity employer, and all recruitment, hiring, training, promotions, and other employment decisions will be based on merit and qualifications.
- b. We will not tolerate any form of discrimination or harassment and will take appropriate measures to prevent, address, and resolve such issues promptly and effectively.

### 2. Creating an Inclusive Culture

- a. We will foster a culture that values and embraces diversity, promoting an inclusive environment where everyone feels safe to express their ideas, perspectives, and identities.
- b. We will provide ongoing diversity and inclusion training to all employees, raising awareness and promoting understanding of different cultures, beliefs, and backgrounds.
- c. We are committed to cultivating a diverse leadership team that reflects the communities we serve.

### 3. Accessibility and Accommodation

- a. King Safety and Security is committed to providing reasonable accommodations to individuals with disabilities to ensure equal opportunities for employment, training, and advancement.
- b. We will regularly assess and improve our facilities, systems, and processes to enhance accessibility and accommodate the needs of our employees and clients.

### 4. Employee Resource Groups

a. We will support and encourage the formation of employee resource groups that focus on various dimensions of diversity, such as race, gender, LGBTQ+, and disability, among others.

b. These groups will be provided with resources and a platform to promote awareness, education, and inclusivity within the organisation.

## 5. Supplier Diversity

a. King Safety and Security will actively seek to engage diverse suppliers, including minority-owned, women-owned, and disabled veteran-owned businesses, among others.

b. We will encourage supplier diversity and inclusion within our supply chain, promoting economic growth and opportunities for underrepresented businesses.

## 6. Monitoring and Accountability

a. We will regularly monitor and assess our progress towards achieving inclusion and diversity goals, analysing data, and identifying areas for improvement.

b. Accountability for the implementation of this policy will rest with all levels of management, who will actively promote and champion inclusion and diversity initiatives.

## 7. External Engagement

a. King Safety and Security will contribute to the broader community by actively engaging with external organisations, initiatives, and events that promote inclusion and diversity.

b. We will seek partnerships and collaborations with organizations that align with our values and share our commitment to fostering inclusive and diverse communities.

This policy will be communicated to all employees, suppliers, and stakeholders, and made available to the public. It will be reviewed periodically to ensure its ongoing relevance and effectiveness. King Safety and Security is dedicated to building an inclusive and diverse organisation that harnesses the strengths of all individuals, promotes innovation, and ensures the highest quality of service to our clients and communities.