Inclusion and Diversity

Purpose

Inclusion and Diversity are an integral part of Security Kings culture. We believe that having a team of individuals with different backgrounds, views, experience and capability working together makes us stronger and better as an organisation. We are committed to retaining and recruiting people who are passionate about the work we do and our customers and have a broad range of skills, experiences and frames of reference to drive innovation, deliver improved financial performance and to help us to achieve our ambition.

When we talk about Inclusion at Security Kings we are referring to our focus on removing any perceived or tangible barriers to becoming a part of our business, being treated fairly and respectfully and having equal access. We seek to make it easier for our people to have a voice and use the variety of thinking styles, backgrounds and capabilities that they have.

When we talk about Diversity at Security Kings we are referring to being composed of the elements that make people similar or different from one another, including: background, views, experiences, capabilities, values, beliefs, physical differences, ethnicity, gender, age, sexual orientation, thinking styles, preferences and behaviours.

Our Principles

Our progressive approach to inclusion and diversity focuses on gender, age, ethnicity, sexual orientation, inclusion and flexibility. The activity we undertake across these areas of focus is aligned to the following principles:

- increasing the diversity of our workforce at senior levels,
- creating a flexible and inclusive work environment that values difference and enhances business outcomes,
- harnessing diversity of thought and capitalising on individual differences,
- leadership behaviours that reflect our belief in the value of inclusion and diversity, and
- retaining and attracting a talented workforce through increasing the diversity of the candidate pool and maintaining a recruitment strategy that is attractive to all candidates.

Practical Application

This approach will be practically achieved across our business by:

- providing training and education that raises employee awareness of inclusion and diversity and associated benefits
- ensuring our recruitment and selection, development and talent management approaches enable inclusion and diversity at all levels,
- enhancing processes and policies to encourage greater flexibility and diversity,
- embedding inclusion and diversity in our culture through engaging internal communications and events

In addition to the proactive actions we undertake we also support an inclusive and diverse workplace through not permitting or condoning any harassment, discrimination or victimisation.

Review and Measurement

Each year the Company will:

- review the effectiveness and relevance of this policy
- look at inclusion and diversity metrics across all levels of the organisation to identify areas for improvement
- provide a summary of inclusion and diversity related programmes undertaken and planned
- provide an evaluation of the Company's performance with respect to this policy, including the progress towards achieving the measurable objectives.

Security Kings will review this policy as required but at least every two years.

Signed:

leigh baldwin

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