



Equal Opportunities & TUPE Policy

Portal Security Ltd wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of unlawful discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, marital status or disability.

We believe that it is in Portal Security Ltd's best interests, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end, within the framework of the law, we are committed, wherever practicable, to achieving and maintaining a workforce which broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion, and career management are based solely on objective and job related criteria.

Portal Security Ltd undertakes to comply with the Transfer of Undertakings (Protection of Employment) Regulations and preserve employees' terms and conditions when a business or undertaking, or part of one, is transferred to a new employer. Any provision of any agreement (whether a contract of employment or not) is void so far as it would exclude or limit the rights granted under the Regulations.

The equal opportunities policy of Portal Security Ltd has been prepared after due consultation with those involved in its operation, and has the full backing and authority of the Directors.

Signed:

Declan Goldie - **Director**

Issue Date: 04/08/13

Last Review Date: 12/05/2022

This policy will be reviewed annually or, if significant changes occur, to ensure its continuing suitability, adequacy and effectiveness. The review will be carried out by the Quality Manager and the date of last review recorded.