

EQUAL OPPORTUNITIES EMPLOYMENT POLICY STATEMENT

Countryside Security Solutions Ltd here in after called the company is committed to developing, maintaining, and supporting a policy of equal opportunities in employment.

It aims to create the conditions in which staff are included in the formulation, implementation and monitoring of the policy whilst being treated equitably regardless of:

- Age
- Race
- Colour
- Nationality
- Ethnic origin
- Faith, creed
- Disability
- Staff category
- Sexual orientation, gender
- Marital or parental status
- Political belief or social or economic class

or any other criteria that cannot be shown to be justifiable.

The Company will seek to develop programmes and procedures which comply with current legislation, ensuring that its values and purposes are maintained and enhanced by emphasising equality of opportunity while also sustaining and accepting diversity.

This statement represents my commitment on behalf of the company

Signed: 
Managing Director:
Countryside Security Solutions Ltd
Date: 08th October 2025

Annual Review Date: 07th October 2026