



Recruitment and Selection Policy

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1. Equal Opportunity

Patrolsec is dedicated to providing equal opportunities in employment, and our recruitment and selection procedures are aligned with this commitment. We ensure that our HR staff and other staff members responsible for recruitment and selection are properly trained to avoid unlawful discrimination, whether conscious or unconscious. Our policy is to hire, promote, and advance employees based solely on merit. All decisions related to hiring, recruitment, promotion, or advancement will be made on this basis. Periodically, job descriptions, if utilized, are reviewed and revised to ensure compliance with our equal opportunity policy.

2. Non-Discriminatory Advertisements

When we advertise job vacancies, we consider these issues and ensure that our advertisements are non-discriminatory in nature. We are committed to providing fair treatment to every job applicant, assessing them based solely on their ability to perform the essential functions of the job. We conduct all necessary checks to verify that employees, agency workers, and those employed by subcontractors are entitled to work in the UK.

3. Interview Questions

All job interview questions must be non-discriminatory and related only to job requirements. We do not entertain any questions that may lead to discrimination.

Patrolsec is dedicated to ensuring a fair, equal, and unbiased recruitment and selection process. We are committed to providing equal opportunities for all individuals, based solely on their qualifications and ability to perform the job.

The Managing Director shall review this policy annually or following significant changes.

M. Naeem

Patrolsec Ltd.

Review date: 12/10/23