

Reference	POL 41B
Version	4
Issue Date	05/11/2023
Approved	MD

PREMIUM SECURITY SERVICES

NON-DISCRIMINATION POLICY

Discrimination is the unfair treatment of one person or a group of people.

Under the Equality Act 2010, it is against the law to discriminate against anyone based on certain 'protected characteristics.'

These 'protected characteristics' are:

- Age.
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin.
- Religion, belief, or lack of religion/belief
- Sex.
- Sexual orientation

The following always applies:

1. Premium Security is committed to treating all its customers and other members of the public in a fair and professional manner.
2. It is the policy and commitment of Premium Security that it does not discriminate based on any of the 'protected characteristics' identified above.
3. Discriminatory treatment, harassment or intimidation of customers and other members of the public because of that person's 'protected characteristics' is prohibited.
4. Discriminatory treatment, harassment or intimidation of customers and other members may be grounds for termination.
5. Harassment and intimidation include abusive, foul, or threatening language or behaviour.
6. Premium Security's staff/contractors will not act in a discriminatory way during the normal course of their duties which includes dealing with guests, searching guests and

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their belongings and admittance of guests to any of the venues where the services of Premium Security are engaged.

7. Examples of discrimination are:

- Charging different entrance fees to customers because of their 'protected characteristics' identified above.
- Refusing entry because of the 'protected characteristics' identified above.
- Only searching guests because of their 'protected characteristics' identified above.

8. Issues of discriminatory treatment, harassment, or intimidation of any kind should immediately be reported to Venue Management and prompt action will be taken.