



Equality and Diversity Policy

At WL Risk Management Ltd, we are committed to promoting equality, diversity, and inclusion in everything we do. Our Equality & Diversity Policy outlines how we support fair treatment and respect for all our employees, clients, and partners.

This policy sets out WL Risk Management's commitment to fairness, inclusion, and respect for everyone we work with, employ, or protect.

We believe and understand a diverse background of security professionals offers various talents and solutions in dealing with crowd management and closed protection.

We will continue to demonstrate and support our leaders core values and principles of diversity in all security operations, activities, and roles.

1.0 Purpose

The policy serves to communicate WL Risk Management's commitment in equality and diversity. We actively value differences among our workers and clients as this allows creative, compliant solutions when dealing with diverse crowds and venues.

2.0 Responsibilities

The Directors hold overall responsibility for the implementation of this policy. All managers are responsible for promoting equality and diversity within their teams, and all employees are required to treat colleagues, clients, and the public with respect and fairness.

3.0 Scope

Our company understands that effective operations is the outcome of every worker and manager's productivity levels. That means we actively choose workable environments that do not compromise the health and safety of workers. We tackle solutions in risk management to promote equality.

In specific circumstances, WL reserves caution in our recruitment process. As a security company we must always adhere to safety, assessing risks involved to determine the best solution for all operations and not subject our clients, patrons, and workers knowingly to any harm. We serve to protect.

4.0 Legal Framework

WL Risk Management Ltd recognises its duties under the Equality Act 2010 and is committed to preventing discrimination, harassment, and victimisation in relation to the nine protected characteristics.

- Age
- Disability



- Gender reassignment
Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic origin)
- Religion or belief
- Sex
- Sexual orientation

5.0 Raising Concerns & Support

WL encourages staff and management to take appropriate steps if they experience or witness discrimination related to a protected characteristic. If you believe you have been discriminated against, report a complaint by discussion or writing to/with management to raise concern.

Management will conduct appropriate procedures in making sure that those involved will all be treated fairly. WL will ensure allegations are made in good faith. Any false allegations against others will be dealt with accordingly and not acceptable.

WL workers are encouraged to take advantage of the training, development, and certificate available through the company.

For any equality-related queries or concerns, please contact WL Risk Management via operations@wlriskmanagement.com.

6.0 Monitoring and Review

This policy will be reviewed annually or following significant changes in legislation to ensure ongoing compliance with the Equality Act 2010.

Approved by: Leihana Volavola, Co-Director

WL Risk Management Ltd

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