

Equality and Diversity Policy.



STATEMENT FROM HEAD MANAGEMENT

WL Risk Management welcomes equality and diversity. We encourage a commitment to professionalism in the security business. All workers are treated with respect and dignity as we nurture good civility.

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.

Ratu W Volavola

Wame Volavola
Operations Manager

Leihana Volavola

Leihana Volavola
Director

PURPOSE

The policy serves to communicate WL Risk Managements 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.

Our directives as a security company aim to provide equal opportunities for our workers and clients. Being proactive in tackling and eliminating discrimination is part of our company's core values.

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.

In our transparency, we request sensibility. The following will influence our assessment of new recruits;

- Any suspicion raised that may jeopardize national security or WL operations. This could be involvement with criminal or terrorist organizations, a history of violence, serious criminal acts and an intent of harming others.
- Ability in managing crowd control and close protection.
- Cultural and religiously sensitive events.

OUR COMMITMENT

All WL Risk Management workers, casual/seasonal or permanent, are entitled to a safe working environment that promotes respect and equality.

WL does not tolerate any acts of unfair or unlawful discrimination and harassment towards any client or worker based on a protected characteristic listed:

- Sex or gender reassignment
- Relationship status
- Sexual orientation
- Pregnancy
- Race
- Disability
- Religion or no belief
- Age

SOLUTIONS

Appropriate steps are encouraged if a WL worker or management faces discrimination with a protected characteristic. If you believe you have been discriminated against, report a complaint by discussion or writing to/with management to raise the 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 certificates available through the company.

POLICY SPECIFICS

- WHAT WE LOOK FOR

Selection or recruitment of casual, seasonal, or permanent workers will be based on competence and performance. We assess physical fitness, mental agility, emotional aptitude to perform required work.

- WHY TRAINING IS IMPORTANT

As a required prerequisite to our company's compliance, essential training and development is encouraged. This ensures the quality management of both workers and the management team. Adherence to policies and procedures is our guideline to lawful compliance.

- PROMOTION

Our decision to promote an individual will be based on merit and not influenced by a protected characteristic. We ensure equal opportunities for all WL workers.

- ON SITE (CASUAL AND PERMANENT WORKERS)

Our company ensures safety for our workers and clients. We stick to Health and Safety guidelines for any venue that we are assigned to and encourage our workers to adhere to those policies. There will be no unlawful nor discriminatory conditions against protected characteristics.

OUR LEGAL DUTY

As a private security company, we adhere to the Equality Act 2010 and are subject to those principles relevant to the work we do and require. WL will assess its policies and procedures to review its effectiveness and make changes from time to time.