

## Equality and Diversity Policy

At **MCS Security Group Pty Ltd (MCS)**, we are committed to fostering an inclusive and respectful workplace culture that embraces cultural differences, promotes equality, and values diversity in all aspects of our operations. We recognise and respect the diverse cultural backgrounds of our Workers and stakeholders. We promote an environment where cultural identities, traditions, and beliefs are valued, and where everyone can feel safe and appreciated.

We will provide equal opportunities for all individuals, regardless of their age, race, ethnicity, nationality, gender, gender identity, sexual orientation, disability, religion, or any other characteristic protected by law. We foster an inclusive workplace that treats everyone fairly and with respect.


All Workers will be assisted and encouraged to develop their full potential. The talents and resources of the workforce will be fully utilised to maximise the efficiency of MCS and maintain a professional and well respected organisation.

To support this commitment, we will:

- Acknowledge the historical and cultural past of the Indigenous inhabitants of this country;
- Promote increased awareness of Indigenous culture and values within the MCS and our clients;
- Promote an environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- Ensure breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings;
- Ensure that any incident is dealt with regardless of whether a complaint has been received; and
- Provide leadership and role-modelling in appropriate professional behaviour.

We work as a team, a team of diverse people, who are equal, professional, respected, knowledgeable, and as a team, are industry leaders.

This policy applies during normal working hours, and to events connected to work, including at work related or sponsored functions, and while traveling on work related business with MCS.



Paul Simmons  
Chief Executive Officer  
4 September 2023