

## NON-DISCRIMINATION AND EQUAL OPPORTUNITY POLICY

Securital Solutions Ltd provides security and security-related services in Malta and is committed to providing a fair, respectful, and inclusive working environment for all individuals.

The Company promotes equal opportunities and prohibits discrimination in all employment and work-related activities, in line with applicable Maltese legislation and recognized ethical principles.

### Our Commitments

#### Equal Treatment and Non-Discrimination

- To provide equal opportunities to all employees and applicants.
- To prohibit discrimination, harassment, or victimization based on sex, gender, gender identity, sexual orientation, marital status, pregnancy or maternity, religion or belief, age, race, color, ethnic or national origin, disability, health status, or any other legally protected characteristic.

#### Employment Practices

- To base recruitment, selection, training, promotion, and remuneration decisions on merit, competence, performance, and business needs.
- To provide reasonable adjustments for employees with disabilities or specific needs, where reasonably practicable.

#### Workplace Conduct

- To promote a workplace culture of respect, professionalism, and inclusion.
- To ensure fair and respectful treatment in all work-related interactions.

#### Reporting and Protection

- To encourage the reporting of discrimination, harassment, or unfair treatment.
- To ensure concerns are handled fairly, confidentially, and without retaliation.

#### Compliance and Improvement

- To comply with applicable statutory and regulatory equality requirements.
- To promote awareness and good practice in equality, diversity, and inclusion.

This policy provides the framework for promoting equality and preventing discrimination within Securital Solutions Ltd. It applies to all employees, contractors, and people acting on behalf of the Company and is communicated to employees and other relevant interested parties.



General Manager  
*Elton Debattista*