



## Integrated Management System Document

| DOC TITLE:         | EQUAL OPORTUNITIES POLICY |
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| DOC NO:            | GLH-IMS-POL-GTM-EOP-VI    |
| INITIAL ISSUE DATE | 1/10/2018                 |
| REVISION NO:       | 02                        |
| REVISION DATE      | 22/07/2024                |

GoldServe is committed in its pursuit of service excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

**GoldServe will take active steps to promote good practice. In particular, it will:**

- Work towards the elimination of unlawful discrimination, harassment, and victimization based on a protected characteristic, whether actual, perceptive, or associative.
- Advance equality of opportunity and foster good relations between all persons.
- Subject its policies to continuous assessment in order to examine how they affect protected groups and to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact.
- Monitor the recruitment and progress of all staff, collecting and collating equalities information for the furtherance of our equality's objectives.
- Promote an inclusive culture and good management practice, through the development of policies, and training.
- Take positive action wherever possible to support this policy and its aims.

The Equal Opportunities Policy will be enacted through the company's Equality Objectives and associated implementation plans.

### APPROVED BY

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