

## **Recruitment and Selection Policy**

Our recruitment and selection procedures aim at providing equal opportunities in employment. Through training, we attempt to make sure that employees placed in charge of making recruitment and selection decisions for the company avoid unlawful discrimination, both of the conscious and the unconscious variety.

Our policy is to hire, promote, and advance employees solely on the basis of merit. All decisions related to hiring, recruitment, promotion or advancement are made on this basis.

From time to time, all job descriptions, if utilized, shall be reviewed and revised to make sure that they comply with our policy of equal opportunity.

When we place advertisements for job vacancies, they shall embody a non-discriminatory approach.

We are committed to providing fair treatment to each and every job applicant and considering them only on the basis of their ability to carry out the essential functions of the job. All job interview questions must be of a non-discriminatory nature, and only concern job requirements.

For and on behalf of KK Security Services Ltd.