

## Corporate Social Responsibility

Our corporate social responsibility policy is a commitment to our ethics. We are determined to alter the negative perceptions of the security industry. This corporate social responsibility policy demonstrates our knowledge of the law, the application of common sense and the basics of respect, dignity and behaviour expected by wider society.

The scope of our corporate social responsibility policy goes far beyond maximising profit margins, to also meet the needs of other stakeholders. Those stakeholders are identified as employees, customers, suppliers, the communities we serve and the environment.

### Employees

ESG Security is committed to creating and maintaining a safe and healthy working environment for its employees. The company will strive to create a workplace in which there is mutual respect and where every person feels responsible for the performance and reputation of our company. We respect individual and each other's rights, customs and traditions including the right to freedom of association and the right to decide whether to join a trade union and will negotiate in good faith with the properly elected representatives of its employees.

ESG Security will work towards achieving a diverse workforce, recruiting, employing and promoting employees based on objective criteria and the qualifications and abilities needed for the job to be performed. The company will maintain good communications with employees through our information and consultation procedures. We will assist employees in realising their potential.

### Customers

ESG Security is committed to providing safe, value for money, high quality, consistent, accessible and reliable services to its customers.

The company will ensure we deal responsibly, open and fairly with clients and potential clients by:

- Ensuring that all our advertising and documentation about the business and its activities are clear, informative, legal, decent, honest and truthful.
- Being open and honest about our services and telling customers what they want to know, including what we do to be socially responsible.
- Ensuring that if something goes wrong, we will acknowledge the problem and deal with it.
- We will listen to our clients so that this can help us improve the services we offer them.
- Ensuring that we benchmark and evaluate what we do to constantly improve our competitive advantage.

### Suppliers/Supply Chain

We purchase a wide range of goods required in the operation of our business and rely heavily on many suppliers for the delivery of our services. Good business working relationships are central to the continued success of our business.

For this reason, we clearly state our purchasing policy as part of ensuring that our business standards are integrated throughout the supply chain.

We are committed to obtaining and retaining competitive goods whilst at the same time ensuring they are from sources which do not jeopardise human rights, safety or the environment.

We aim to develop strong relationships with our suppliers, based on mutual trust, understanding and respect.

More specifically we expect our suppliers to:

- Adhere to business principles like our own
- Ensure goods are produced in line with relevant quality standards
- Maintain continuous improvement within their own supply chain
- Respect legal health and safety and human right standards

### **Modern Slavery**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of the business. Our CSR policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place within our supply chain.

We expect all or who have a business relationship with ESG Security to familiarise themselves with our anti-slavery values and to always act in a way that is consistent with our anti-slavery attitudes.

### **Anti-Slavery Values**

As part of our culture of good governance and good business ESG Security operates a set of core values that reflect our relationships with our principal stakeholder groups: customers and suppliers. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings. Our attitude to modern slavery is zero tolerance.

### **Community**

As a security company, we provide an essential service to the community. We play a key role in safeguarding people. The operation of our services touches on all members of the community with the potential to impact positively on quality of life. We are contracted on a significant number of properties and have responsibility to those nearby in the community.

Our relationships with the communities we serve are therefore very important and an essential part of growth in the business. When developing our services, we have a role to play in improving services for the community as a whole and not just our individual customers.

Through our community strategy we therefore engage with the community at a range of levels as customers, neighbours, potential employees, businesses and residents. through our community strategy we seek to play our part in promoting socially inclusive policies, encouraging the young and disadvantaged and helping older members of the community and the disabled.

In line with our core values, our community strategy incorporates the following elements:

- Working and supporting national charities
- Encouraging volunteer work in community activities
- Supporting local schools
- Undertaking business advisory services via professional bodies

### **Environment**



Protection of the environment in which we live and operate is part of ESG Security's core values and principles and we consider it to be sound business practice. Care for the environment is one of our key responsibilities and an important part of the way we do business.