

Specialist Security seeks to be a socially responsible company and a good corporate citizen. We believe that we can achieve sustainable growth whilst demonstrating a high degree of social responsibility. Furthermore, we believe that, following this approach, we can create a source of competitive advantage for our business.

We aim to align our business values, purpose and strategy with the social and economic needs of our stakeholders, whilst embedding responsible and ethical business policies and practices into everything we do. We also encourage our stakeholders to adopt appropriate socially responsible policies and practices.

Specialist Security is committed to the following principles:

EQUAL OPPORTUNITIES

The company is committed to providing equal opportunities to all workers and job applicants and we promote inclusion and diversity throughout the business. The Company is proud of its multiracial and multicultural workforce.

No employee or potential employee shall receive less favourable treatment or consideration on the grounds of disability, race, religion, sex, colour, ethnic origin, age or marital status or sexual orientation, or will be disadvantaged by any conditions of employment or Company requirements that cannot be justified as necessary.

Specialist Security will appoint, train, develop and promote on the basis of merit and ability only.

ENVIRONMENT

Specialist Security Co Ltd is committed to minimising its impact on the environment.

Specialist Security Co Ltd will comply with all relevant environmental legislation and seek to continually improve environmental performance.

Our commitment will be achieved by:

- Minimising our fuel consumption
- Ensuring that all waste is appropriately recycled at our office premises

- Actively promoting recycling to all our staff and ensuring that our employees follow any recycling procedures set out at client premises
- Minimising our use of electricity at our office premises. Ensuring all lights are turned off when not in use and monitors are not left on 'standby'.
- We will regularly review our waste production and total energy consumption.
- On a year by year basis we will seek to continually improve upon our total energy consumption, relative to our growth.

COMMUNITY INVOLVEMENT

Specialist Security is committed to taking an active role in the community and investing time and money into local initiatives. We shall encourage staff to participate in relevant schemes.

WORKPLACE HEALTH AND SAFETY

Specialist Security Co. Ltd is committed to providing for the Health, Safety and Welfare of all employees and to maintaining standards at least equal to the best practice in the industry.

The Company will observe the Health and Safety at Work Act 1974 and all relevant regulations and codes of practice made under it from time to time.

This commitment to Health and Safety is a management responsibility. It will be the duty of the Company's Director to ensure that policy is upheld at all times.

The Company so far as it is reasonably practicable will ensure that persons in its employment are not exposed to risks to their Health and Safety. Where such risks exist information will be provided and all reasonable steps will be taken to bring this to the attention of its employees.