



CORPORATE AND SOCIAL RESPONSIBILITY POLICY

SECURIT Group Limited is aware of its responsibilities both to ourselves and to others, acknowledging how we may impact upon the communities and the environment in which we operate.

Our core values encapsulate our business philosophy. We conduct our business ethically, with integrity and with a true passion for the business, our employees and wider community. Trust, honesty and integrity are paramount to our organisation

In turn these core values are cascaded into our approach to Corporate & Social Responsibility, reflecting a commitment to encourage people to combine ambition with community objectives and environmental awareness.

SECURIT Group Ltd supports Corporate Social Responsibility as follows:

- We always aim to conduct business in a socially responsible and ethical manner;
- The environment as well as the safety of people enjoys our highest priority;
- Our company fully supports existing human rights;
- We are keen to support and interact with the communities in which we work;
- Protection of the public is paramount.

SECURIT Group Ltd guarantees that all issues concerning Corporate Social Responsibility are reflected in our day-to-day business activities and administrative matters. Furthermore, it is ensured that all issues regarding Corporate Social Responsibility are in line with SECURIT Group Ltd stakeholders' interests. SECURIT Group Ltd commits itself to being recognised as an organisation understanding and protecting Corporate Social Responsibility and believes that in doing so considerable value will be added.

This policy rests on the subsequent fields, which reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

SECURIT Group Ltd is dedicated to maintaining high standards of integrity and corporate governance practices to enable us to deliver excellence in our operations, and to advance confidence in our systems.

SECURIT Group Ltd will carry out its business in an honest and ethical way

SECURIT Group Ltd identifies the importance of protecting all of its assets, be it financial, physical, bodily, environmental or social.

Environmental Health & Safety

SECURIT Group Ltd is dedicated to protect the health and safety of all people who come in to contact with our services, this includes employees, contractors and the general public. We will not compromise the health & safety of any person but will ensure a safe and healthy workplace. SECURIT Group Ltd will strive to advance responsible environmental practices and continue to improve.

All SECURIT Group Ltd employees are responsible for helping to work in a safe workplace and for operating in an environmentally accountable manner.

Protection of the Public

We are committed to ensuring where we can, the safety and protection of the public. All of our staff are advised on how best to protect the public in their day-to-day duties. This includes specifically the protection of groups that may be considered disadvantaged by others and both vulnerable adults and children. In particular our staff are requested and reminded to use their observation skills at all times in order that they may identify any issues at an early stage.

Human Rights

SECURIT Group Ltd will work to promote, protect and respect human rights. SECURIT Group Ltd will not tolerate abuse of human rights neither will engage in any activity that encourages the abuse of human rights. SECURIT Group Ltd will always attempt to demonstrate respect for human rights in all associations it encounters, build trust, and have respect for cultures, customs, individuals and groups.

Employee Relations

Whilst respecting the Laws of the United Kingdom, SECURIT Group Ltd will exercise fair working practices. SECURIT Group Ltd will make sure that all employees are treated equally and fairly and consideration will be taken for their aspirations and achievements in the workplace.

All people coming into contact with SECURIT Group Ltd will be treated equally irrespective of race, colour, religion, gender, sexual orientation, physical disability or any other grounds

that might be construed as grounds for discrimination, including harassment and intimidation

Community Investment

SECURIT Group Ltd will aim to develop beneficial relationships with communities and wherever SECURIT Group Ltd operates, we will endeavour to provide employment and economic opportunities in the community.

This policy has been approved & authorised by:

Name: Richard Cooke
Position: Managing Director
Date: October 2019
Signature:

A handwritten signature in black ink, appearing to be "Richard Cooke", written over a light blue horizontal line.