



## Corporate Social Responsibility Policy

Secure Frontline Services aims to deliver the highest levels of safety, employee satisfaction and customer service, while respecting human rights and the interests of our employees, customers and the general public.

### **Environment**

We acknowledge that our activity has social as well as financial accountability, and in such recognise that our responsibilities extend to improving the environmental, social and economic sustainability of all our business operations and processes. We are continually evaluating and striving to improve our processes to reduce pollution and waste, conserve natural resources, and minimize potential negative environmental impacts of our activities and operations.

### **Employment**

SFS is committed to equality of opportunity both in the provision of services to the public and as an employer. Our commitment is to treat equally and with fairness our employees, customers and those who come into contact with the company.

We are also committed to reflecting in our workforce a rich diversity of cultures and racial and ethnic backgrounds. By respecting the unique talents, experiences and perspectives of our workforce, we gain a flexibility and ingenuity that help us excel.

Recruitment practices are inclusive and we will endeavour to ensure there are no barriers to the employment of suitable candidates.

### **Staff Training**

We will provide our staff with the necessary guidance and training to ensure the effective implementation of this policy and to ensure we are an inclusive employer and service provider.

### **Safety**

We are committed to operate according with our Health and Safety Policy, dealing responsibly and ethically with our stockholders, employees, partners and the public. Covid 19 risk is considered throughout all our operations and staff training.

### **Community**

We are using the company's own resources and expertise to enhance the perception of the general public of the Security Industry, working with the police to develop their role in the protection of the public.

### **Implementation of changes**

1. Apply due diligences before implementing any change (eg. conducting trials/ pilots).
2. Communicate the change to all relevant stakeholders (if appropriate, via website newsletters).
3. Continuously review how the change was managed to identify improvements to the procedures.

### **Communications to media**

The Director is responsible for any communication to media. A legal advice might be sought prior to any such communication.

### **Compliance, monitoring and reporting**

Compliance with this policy will be continuously monitored and subject to review.

Each manager/team leader is responsible for ensuring that the principles set out in this policy are communicated to, understood and observed by all employees and for ensuring compliance in their area of responsibility.

Employees who reasonably suspect that there has been a breach of this policy must report it to their line/ senior manager. All staff will comply with the laws and regulations applicable wherever they do business.

### **Governance**

For us, good corporate governance means being transparent with and responsive to stockholders while managing the company for long-term success. We communicate with stockholders through reports, website newsletters, meetings and other formats.

### **Business ethics**

We take seriously the conduct of our employees and require questionable conduct to be reported.