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Managing Director

This document contains 4 pages including front cover.



At Secure-Ops Events, we are aware and recognise our responsibilities to clients, employees and suppliers, together with the needs of the community and the environment in which we operate in.

We are an ethical business conducted with integrity and openness. We endeavour our best to provide opportunities for our employees and to create employment in areas where we operate.

Secure-Ops Events recognise Corporate Social Responsibility as follows:

- We always aim to conduct business in a socially responsible and ethical manner where the safety of staff and public is our highest priority;
- Our aim is to enhance visitors and client experience at events when they directly or indirectly deal with security.
- Our company fully supports the existing human rights;
- Secure-Ops Events never use bribe or other illegal means to attain any business.
- Secure-Ops Events never sells its services on false promises.
- We are keen to support and interact with the communities in which we work.

The company's employees wholly embrace the considerations of Corporate Social Responsibility outlined in this policy. The company's management team leads by example in this regard, as it continuously integrates those concerns into its daily business routine. The management team members make certain that proper organisational structures exist to identify, follow and manage Corporate Social Responsibility matters and performance pertinent to the business.

Business Ethics and Transparency

Secure-Ops Events is dedicated to maintaining high standards of integrity & corporate governance practices to enable us to continue the excellence in our operations.

Secure-Ops Events will carry out its business in an honest and ethical way. Secure-Ops Events identifies the importance of protecting all of its assets, be it financial, physical, bodily, environmental or social.

Purchasing

In purchasing its services, materials, equipment and consumable items, Secure-Ops Events will, where possible, purchase items produced in ways which do least environmental harm, which are not supplied with excessive packaging; which are benign or at least harmless in their effect on the environment. Where possible, preference will be given to local or regional suppliers to maximise the Secure-Ops Events input to the local community.

Waste Disposal and Recycling

Secure-Ops Events will seek to minimise its generation of waste by reduction of purchased materials where this does not compromise its primary functions, or by re-use of materials within or outside the Company. Where reduction or re-use is not feasible, materials will be recycled wherever possible. Company use email extensively and all documents are stored on computer.



Secure-Ops Events monitor its electricity use and had set target of 15% electricity usage reduction on the year to year basis. Ink and paper use is recorded and monitored on the monthly basis and are compared to previous years.

Health & Safety

Secure-Ops Events is dedicated to protect the health and safety of all people who come into contact with our services; this includes employees, contractors and the general public. We will not compromise the health & safety of any person; we will ensure a safe and healthy workplace. Secure-Ops Events will strive to advance responsible environmental practices and continue to improve.

All the company's employees are responsible for helping to work in a safe workplace and for operating in an environmentally accountable manner.

Human Rights

Secure-Ops Events will work with governments and agencies, as they have the primary responsibility to promote and protect human rights, to aid and respect human rights.

Secure-Ops Events will not tolerate abuse of human rights neither will Secure-Ops Events engage in any activity that encourages the abuse of human rights.

Secure-Ops Events 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, Secure-Ops Events will exercise fair working Practices. Secure-Ops Events 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 Secure-Ops Events 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. We are an Equal Opportunities Company and abide by The Working Time Directive.

Clients

Our business and livelihood depends on our clients. All employees are responsible for ensuring that any contact with clients reflects professionalism, efficiency and honesty. We will strive to provide a high quality level of service together with good value for money.

We take seriously all feedback that we receive from clients and where possible maintain open dialogue to ensure that we fulfill the requirements outlined within this policy. We will register and resolve customer complaints in accordance with our documented standards of service.



Community Investment

Secure-Ops Events will aim to develop beneficial relationships with communities and will combine Community Investment considerations onto decision-making and business practices.

Where Secure-Ops Events operates, we will endeavour to provide employment and economic opportunities in the community.

Responsibility

The Managing Director is responsible for the implementation of this policy and ensuring that resources are made available to meet our corporate responsibilities.

Monitoring each of the underlying policy commitments of this policy is the responsibility of the Managing Director to ensure that our performance in respect of this policy is consistently achieved. To this end the policy will be reviewed annually at the Annual Review Meeting.