

CORPORATE SOCIAL RESPONSIBILITY

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Corporate & Social Responsibility Policy

At Secure-Ops, 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 recognise 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 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;
- We are keen to support and interact with the communities in which we work.

Secure-Ops guarantees that all issues concerning Corporate Social Responsibility are supported 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 the company's stakeholders' interests.

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 is dedicated to maintaining high standards of integrity and corporate governance practices to enable us to continue the excellence in our operations, and to advance confidence in our government systems.

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

Health & Safety

Secure-Ops 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 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.

Our objective is to reduce our impact on the environment through a commitment to continual improvement directed at reducing our environmental footprint wherever possible. To this end we recycle paper, toner and inkjet cartridges. All staff are encouraged to utilise public transport. Company also practise Think before you print policy on emails.

Human Rights

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

Secure-Ops 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 will exercise fair working Practices.

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

Where Secure-Ops 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.