



## 1<sup>ST</sup> SECURITY SOLUTIONS LTD

“...Good People, well trained, with a desire to succeed...”



31 Hallgate, Doncaster, DN1 3NL  
Tel: 01302 760587 Fax: 01302 360622  
[www.1stsecuritysolutions.co.uk](http://www.1stsecuritysolutions.co.uk)

### **1<sup>st</sup> POL 22 Corporate and Social Responsibility Policy**

1<sup>st</sup> Security Solutions Ltd recognises it's corporate and social responsibilities to its Shareholders, customers, suppliers, employees and other stakeholders, and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling its legal and moral obligations.

We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our activities.

#### **Business Principles and Code of Ethics**

We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards, taking into account legislation and customs in the countries and regions we operate in.

#### **Environment**

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimizing waste, and good environmental management practices, using environmental management systems, which are, where applicable, externally audited. We are committed to conducting our activities and operations in line with current legislation and best environmental practice, seeking continual improvement and innovation within all Group businesses and activities.

For further information see the 1<sup>st</sup> Security Solutions Ltd Environmental/Health & Safety Policy.

#### **Health and Safety**

We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions. We aim to achieve continuous improvement in health & safety performance through the use of robust, and where applicable, externally audited health and safety management systems.

For further information see the 1<sup>st</sup> Security Solutions Ltd Health & Safety/Environmental Policy.

#### **Transport**

1<sup>st</sup> Security Solutions Ltd accepts that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled; we can benefit the environment and the health of our staff and the general public. Our policy is to purchase and operate the most energy efficient

1<sup>ST</sup> POL 22 / Oct 20

Management that encourages service  
Business process that implements service  
Training that improves service  
Feedback systems that enhance service



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vehicles commercially available with the aim of achieving a green fleet operation.

### **Suppliers**

We regard suppliers as our partners and work with them to achieve our aspirations in the delivery of products and services. 1<sup>st</sup> Security Solutions Ltd is committed to working with its suppliers to understand where products are sourced and ensure that the principals of environmental sustainability are upheld. 1<sup>st</sup> Security Solutions Ltd works to ensure that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.

### **Customers**

We recognise that our business and livelihood depends upon our customers. Every employee is responsible for ensuring that customer contact is professional and appropriate. We aim to ensure that our customers receive the level of service and quality of product they have come to expect from 1<sup>st</sup> Security Solutions Ltd.

### **Community**

We endeavour to contribute to the communities in which we operate, particularly those neighbouring our sites, through the support of community initiatives and local charities. Each business unit is encouraged to develop programmes, which address the needs of their local community alongside the contributions that 1<sup>st</sup> Security Solutions Ltd makes annually to its partner charities. We recognise our obligation to protect members of the public on those sites where we deploy Security Officers, including those who may be there illegally, to ensure their personal safety.

### **Employees**

We provide equal opportunities to all existing and prospective employees, recognising that our reputation is dependant on the quality, effectiveness, and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibit discrimination on the grounds of race, religion, sexual orientation, nationality, or ethnic origin. Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

For further information see the 1<sup>st</sup> Security Solutions Ltd Equal Opportunities Policy.

The Managing Director has lead responsibility for policy implementation within the Company and this policy is signed by the Managing Director to demonstrate the Companies commitment.

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