

Corporate Social Responsibility Policy

1. Purpose

2012 Security Ltd is committed to operating in a socially responsible, ethical, and sustainable manner. This policy sets out the Company's approach to environmental management, ethical business practices, and community engagement.

2. Scope

This policy applies to all employees, contractors, suppliers, and any parties acting on behalf of the Company.

3. Ethical Purchasing

2012 Security Ltd is committed to conducting business with integrity and transparency.

- We will engage suppliers who demonstrate:
 - Fair labour practices and compliance with employment legislation
 - Responsible environmental management
 - Ethical business conduct and transparency
- Where practicable, the Company will prioritise:
 - Locally sourced goods and services
 - Suppliers with recognised accreditations or sustainability credentials
- Supplier performance may be subject to periodic review to ensure alignment with this policy.

4. Local Recruitment and Community Engagement

The Company is committed to supporting the communities in which it operates.

- We will prioritise local recruitment where reasonably practicable
- Job opportunities will be advertised in a fair and inclusive manner
- We will promote equal opportunities and diversity in the workforce
- Where possible, we will engage with local stakeholders and initiatives to support community development

5. Environmental Responsibility

5.1 Waste Management

- The Company will comply with all relevant waste management legislation
- Waste transfer notes will be:
 - Accurately completed
 - Retained in accordance with legal requirements
 - Available for audit and inspection
- Where possible, waste will be reduced, reused, or recycled

5.2 Transport and Route Planning

To minimise environmental impact:

- The Company will utilise route planning systems to:
 - Reduce fuel consumption
 - Improve operational efficiency
 - Minimise unnecessary travel
- Consideration will be given to:

- Traffic conditions
- Journey optimisation
- Reducing vehicle emissions

5.3 Sustainable Travel

- Employees are encouraged to use public transport, car sharing, or other sustainable travel options where practicable
- The Company may support sustainable travel through:
 - Flexible working arrangements
 - Travel planning guidance
 - Incentives where appropriate

6. Compliance and Legal Obligations

The Company will comply with all relevant legislation and regulations relating to:

- Environmental protection
- Employment practices
- Waste management
- Health and safety

7. Responsibilities

All Employees and Contractors

- Act in accordance with this policy
- Support environmentally responsible practices
- Report any concerns or breaches

Management

- Promote and implement this policy
- Monitor compliance
- Ensure appropriate training and awareness

8. Monitoring and Continuous Improvement

- The Company will review its CSR performance periodically
- Opportunities to improve environmental and social impact will be identified and implemented
- Feedback from employees, clients, and stakeholders will be considered

9. Communication

This policy will be:

- Communicated to all employees and contractors
- Made available to clients and stakeholders upon request
- Reviewed regularly to ensure continued relevance and effectiveness

10. Review

This policy will be reviewed annually or following significant operational or legislative changes.

Signed T Theodorou

On behalf of 2012 Security Ltd

Date 01/01/2026