

Philanthropy and Corporate Social Responsibility (CSR) Policy

Whilst Consortio Security continues to expand its horizons, we recognise that philanthropy and Corporate Social Responsibility are becoming increasingly important the world over. We are proud to boast a robust policy spanning economic, social, ethical and environmental sustainability, supported by an effective communications programme. We always adhere to the principles of the Ethical Trading Initiative's Base Code.

As a responsible company, we believe that our long-term future is best served by respecting the interests of all our stakeholders: employees, clients, suppliers and the wider public. In keeping with our ISO 14001 accreditation, we look actively for opportunities to improve the environment and to contribute to the wellbeing of the communities which we serve. Our CSR policy sets out the principles we follow and the programmes we have developed to focus on the areas where we have significant impact or influence.

Principles

Shared responsibility

Social and environmental responsibility involves everyone. We aim to develop and implement social and environmental policies which fit in with our employees' everyday activities and responsibilities.

Honesty and accountability

We will communicate our environmental policies, objectives and performance openly and honestly to our employees and to others with an interest in our activities including clients and suppliers. We will encourage them to communicate with us and will seek their views.

Sustainable progress

We are committed to continually improving our performance. We will take into account technical developments, changing scientific evidence, costs and client concerns and expectations in the development and implementation of all new social and environmental policies and procedures. We will monitor our performance, set objectives for improvements and report our progress.

Demonstrable compliance

As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists we will seek to develop and implement our own appropriate standards.

Programmes

Environment

We will take all reasonable steps to manage our operations so as to minimise our environmental impact and to promote good environmental practice. We will set and follow high standards in quality and safety. We will continue to review regularly our business practices

and performance to identify how we can improve our energy efficiency, minimise paper usage and reduce water usage, waste disposal and air emissions.

We always attempt to obtain paper from sources that hold valid forestry certification scheme accreditation and all paper, together with, cardboard, bottles, cans and plastic, will be recycled. Similarly, toner cartridges, computer equipment and mobile phones will also be recycled.

In order to save energy, computers and other non-essential electrical equipment will be turned off when not in use.

Relationships

We will conduct our business relationships with integrity and courtesy, and honour our trading commitments. Our aim is to build long-term relationships with our suppliers. We are committed to trading fairly with all our suppliers, and will communicate our responsible sourcing expectations to them in the areas of health, safety and worker welfare, sustainable and profitable production methods and good environmental practice.

Communities

We will build relationships with our clients, suppliers and the local communities we are part of by encouraging our employees to consider the needs of others and involve themselves in public service.

We employ local labour and support local suppliers wherever possible, as this not only benefits the local community, but also engenders loyalty within our workforce.

We continue to offer mentoring services to start-up businesses and not-for-profit organisations with the ultimate aim of advancing homeland security and preserving civil liberties.

Employees

We will respect our employees and encourage their development and training. We will continue to deliver NVQ and all security courses to our staff, enabling them to fulfil their personal goals.

Consortio Security is a multicultural and multi-faith organisation. We will promote equality as differences in responsibilities permit and consider the interests of our employees, including their welfare, health and safety. We are committed to policing our Equal Opportunities Policy to ensure that no job applicant, employee, client, supplier or visitor receives less favourable treatment on the grounds of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, family responsibility, age, trade union membership, religious belief or political opinion.

Wherever possible, we actively recruit people from under-represented groups by forming close relationships with organisations which help disadvantaged and minority groups obtain work.

We aim to empower our employees and we will recognise individual contributions and reward them fairly. Our ultimate aim is the happiness of our employees through their worthwhile and satisfying employment in a successful business.

Consortio Security's business objectives and values

Our business values are the foundation of our approach to work and are designed to guide staff and help them to recognise the contribution they make.

Values:



We pledge to:

- Strive to deliver superlative standards of service to the whole of our client portfolio
- Allow our services to be independently audited at our clients' premises
- Make continuous improvements in our standards, working in partnership with our clients
- Employ our resources in a way that maximises economy, efficiency and effectiveness
- Operate in a wholly ethical, honest and professional manner

- Ensure members of our senior management team are available to speak with clients at any reasonable time
- Promote a working environment which is fair and in which all employees are valued, regardless of race, colour, gender or faith
- Treat all customers and staff with courtesy and respect and reward loyalty

This policy shall be the subject of annual review.



Earl Knight
Chief Executive Officer
March 2020