

Environmental Sustainability Policy

Scope of the Business

This policy covers the scope of all Group Solutions Limited Companies (Kings) including:

- Kings Security Systems Ltd T/A Kings Secure Technologies
- Kings Guarding Solutions Ltd
- East Fire Extinguishers & Alarms UK Ltd T/A EFire
- Silver UK Ltd T/A Silver Group
- Cougar Monitoring Ltd T/A K-SOC
- Quidvis Ltd

Purpose

This Environmental Sustainability Policy sets out the organisation's commitments to environmental protection, carbon reduction, and continual sustainability performance improvement.

This policy also supports the delivery of the Group's Carbon Reduction Plan, external sustainability assessments including Ecovadis and ISO 14001 certification, and our commitment to measurable, transparent environmental performance improvement across all business units.

Policy Scope

This policy applies to all KST Employees, temporary and permanent, full and part time, vendors, visitors, contractors and sub-contractors.

This policy applies at all sites and locations where KST employees work, including customer locations.

Policy

Kings Secure Technologies (KST) is committed to continual improvement of the Environmental Management System.

KST is fully compliant with the duties and obligations placed upon them by legislation, whilst at all times complying with, as a matter of best practice, the requirements and duties set out within Approved Guidance as issued by the Environment Agency and other organisations.

As part of our commitment to environmental sustainability and corporate responsibility, KST is dedicated to transparently reporting our carbon footprint and progress towards reducing our greenhouse gas emissions. Our annual carbon reporting section serves as a comprehensive overview of our carbon emissions, mitigation efforts, and future goals in alignment with our environmental policy.

KST has developed and maintains a Carbon Reduction Plan aligned to UK Government Procurement Policy Note (PPN) requirements. The Plan outlines our baseline emissions, annual performance data, and targeted reductions across Scope 1 and Scope 2 emissions, with progressive development of Scope 3 measurement.

The clear objective of KST is to minimise any impact and fulfil the company's commitment to the protection of the environment by:

- Preventing pollution, reducing waste and ensuring, wherever practicable, that measures are implemented to protect and preserve natural habitats, flora and fauna
- Having an environmentally, sustainable aware culture, where responsibility is assigned and understood
- Considering the effects that our operations may have on the local community
- Conserving natural resources by reusing and recycling
- Minimise our use of paper and other office consumables
- Selecting greener more sustainable, low emission energy supplies for our organisation premises
- Ensuring the responsible use of energy throughout the organisation

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- Keeping fuel consumption to a minimum through improved vehicle selection, trackers that optimise route planning, sourcing of electric vehicles and driver awareness campaigns
- Increasing the proportion of ultra-low emission and electric vehicles within the fleet where operationally viable
- Taking action to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts
- Promoting environmental awareness amongst our suppliers, contractors and partners by implementation of operational procedures
- Taking steps to continually improve our environmental performance through monitoring, measuring and implementation of sustainable objectives of our impacts on the environment
- Establishing measurable environmental objectives and KPIs, including energy consumption, fuel usage and carbon emissions, which are reviewed at planned intervals by senior management
- Ensuring effective and expedient incident control, investigation and reporting.
- Avoid physically travelling to meetings etc where alternatives are available and practical, such as using teleconferencing, video conferencing or web cams, and efficient timing of meetings to avoid multiple trips.

Sustainability Governance & Measurement

KST commits to the ongoing monitoring and measurement of environmental performance through:

- Annual carbon footprint calculation and public reporting where required
- Regular review of energy, fuel and resource consumption data
- Identification of material environmental aspects and impacts
- Periodic review of climate related risks and opportunities relevant to our operations
- Integration of sustainability performance into management review processes

The organisation will seek to maintain and improve its EcoVadis sustainability rating and use the findings from EcoVadis assessments to strengthen environmental, social and governance performance across the Group.

Responsibilities

The Compliance & Risk Team have the responsibility for the implementation of this policy.

Department Heads and Supervisors shall ensure that environmental issues are given adequate consideration in the planning and day to day supervision of all work.

All employees have a duty to adhere to the requirements of this Policy and the Environmental Management System.

All employees are expected to actively support sustainability initiatives, including responsible resource usage, waste segregation, and participation in environmental improvement initiatives where relevant to their role.

All employees, vendors, visitors, contractors and sub-contractors are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own works, so far as is reasonably practicable, are carried out without risk to themselves, others or the environment. This includes co-operating with management on any environment related matter.

KST will make this Policy available to all stakeholders, shareholders, staff and general public.

KST will take all practical steps to ensure that potential hazards and risks to the environment are identified and that suitable and effective preventive and control measures are implemented. All employees will be provided with the necessary resources, equipment, information, instruction and training to fulfil the requirements of this policy.

The Chief Executive Officer (CEO) has overall responsibility for all environmental matters.

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The operation of this policy and the associated procedures will be monitored and reviewed on a regular basis to ensure that they remain current and applicable to the company's activities.

This policy has been endorsed by the CEO who gives his full support to its implementation.

The effectiveness of the Environmental Management System is reviewed by the performance against the company objectives. The framework for setting company objectives is outlined in the Compliance Policy, CPL02.

A handwritten signature in black ink, appearing to read 'Bob Forsyth', is positioned above the printed name.

Bob Forsyth
Chief Executive Officer