

## Corporate and Social Responsibility Policy Statement

### Scope of the Business

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

- Kings Security Systems T/A Kings Secure Technologies
- Kings Guarding Solutions Ltd
- East Fire Extinguishers & Alarms UK Ltd T/A E-fire and Silver Group
- Cougar Monitoring Ltd
- Quidvis Ltd

### Introduction

Kings strives to be a good corporate citizen with strong business values and operations to meet the expectations of stakeholders. Kings is committed to the protection of the public, protection of the environment, supporting charities and local communities nationwide, promoting equal opportunity, promoting the reputation of the Private Security Industry and ensuring a safe workplace for all. Kings strive to achieve this through strong leadership, organisation communication and engaging with a supply chain who uphold similar values.

We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

We will be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

We will ensure that all of our systems of operation ensure the safety of all of our stakeholders, through appropriate training and supervision and that we will co-operate with all relevant authorities in the implementation of this policy (e.g. Police and any regulatory bodies).

The Chief Executive Officer is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

### Partnership Focus

- We shall strive to improve our environmental performance through implementation of our Environmental Policy.
- We shall ensure a high level of business performance while minimising and effectively managing risk
- We shall encourage dialogue with consumers for mutual benefit
- We will register and resolve customer complaints in accordance with our Complaints procedure
- We shall uphold the values of honesty and fairness in our relationships with stakeholders
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship
- We will operate in a way that safeguards against unfair business practices
- We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit

### People

Kings recognises that our people are our greatest asset and the key to continued growth and success. As such, we continue to invest in our apprenticeship and internal growth programmes, alongside external training programs. We actively look for ways to promote and increase the diversity of our workforce. Kings are committed to promoting from within and encourage succession planning within departments, offering internal and external training as required.

Kings partnership with Skills for Security supporting apprenticeships to bring more apprentices to the North East and Yorkshire regions. Apprenticeships offer young people nationwide the opportunity to build a career with on the job training.

Kings are committed to:

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Company Registration No: 07706703

## Corporate and Social Responsibility Policy Statement

- Providing clear and fair terms of employment for its employees
- Providing safe, clean and healthy working environments
- Protecting staff from harassment and bullying in the workplace
- Fair remuneration for all employees
- Promoting from within and encouraging career development
- Ensuring equal opportunities for all existing and prospective employees
- Communicating company policies to all employees, including safeguarding, bribery and whistleblowing
- Providing support and health benefits to all employees through the Health Shield scheme

### Environment

Kings are committed to protection of the environment in all business areas. Kings are accredited to ISO 14001 Environmental Management and have integrated environmental values into the Compliance Management System. Kings Environmental Policy (CPL03) outlines the commitment from Senior Management to the protection of the environment and adherence to legislation and regulations applicable to the activities carried out at Kings. Kings have a significant Aspects and Impacts register which is used to define the company objectives to improve the environmental impact of the activities. Objectives include reducing the carbon footprint and raw energy consumption on an annual basis.

### Health & Safety

Kings are aware of its obligations to its employees under the Health and Safety at Work Act (1974) and applicable legislation and regulations. Kings are committed to the continual improvement of the Health and Safety of its employees and are accredited to ISO45001. Through Working Safely campaigns and regular training and communication Kings ensures the safety and wellbeing of employees at all times.

### Charitable Contributions

Kings employees are regularly involved in charitable contributions of time, money and materials. The Colleague Frontline Forum is an avenue for colleagues from all areas of the business to suggest local charities who would benefit from Kings' contributions. Additionally, we encourage and employees to get involved in activities outside work, such as, organised social fundraising events, crowd funding and individual fundraising events. All charitable contributions on behalf of Kings are acknowledged and approved by the Board of Directors.

### Industry Participation

Kings Senior Management are members of the BSIA (British Security Industry Authority) which meet regularly to discuss matters relating to the industry alongside their peers. Members are highly regarded in the industry promoting a professional image and providing our customers and consumers with security in our solutions.



**Bob Forsyth**  
Chief Executive Officer