

KST Group's Journey to Sustainability – Our Achievements and Future Goals

Effective management of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of the KST group of companies. We have a single sustainability policy, which is regularly reviewed and communicated to colleagues, contractors, visitors, key stakeholders and our supply chain to inform and promote wider adoption of responsible practices.

As a minimum, we comply with all applicable legal and regulatory requirements. Co-operation in the effective implementation of the policy is a condition of employment, partnership and supply.

Innovation

Engage with our technology partners to encourage innovative development of our products and services to continually improve our sustainability performance.

Our commitment to sustainability and innovation can be demonstrated by our £multi-million investment over the years in our own risk management systems: DYMENSION and QuidvisRisk. Both allow KST colleagues and clients access to share data and multi-media evidence online, negating the need for physically printing reports and accompanying data. **We currently have over 20,000 licences worldwide using our bespoke, in house technology. We estimate our risk management platforms help our clients to achieve their own sustainability goals by removing the need to use over 100m sheets of paper per year, resulting in a saving of more than 500 tonnes of CO2 per annum.**

We are committed to achieving and maintaining the highest standards in complying with ISO 9001, ISO 14001 and ISO 45001.

Health & Safety

We are committed to eliminating risk in the workplace through monitoring performance and implementation of best practice. We will develop and implement action plans to ensure the health, safety and mental wellbeing of our colleagues and have enhanced occupational health surveillance for their benefit.

Environment

We are committed to reducing our impact on the environment and **it is our intention to achieve Net Zero by 2030.** We will do this by:

- Working to stringent targets to reduce emissions to air from all our operations and throughout our supply chain
- Transition our fleet to electric vehicles. By the end of 2023, our business objective is for 20% of our fleet to be electric. **By 2030 the aim is to have 100% of our fleet fully electric**

	2022	2023	2025	2030
Co2 saved	115 tonnes	195 tonnes	236 tonnes	1100 tonnes

- Reduce carbon emissions and energy consumption, reduce the use of fossil fuel through efficiency improvements and the use of alternative and renewable sources
- Use water efficiently, recycle where possible and protect water quality
- Use resources appropriately and sustainably and, where possible, substitute primary resources with alternative materials.
- Adopt the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing and energy recovery to minimise waste disposal and maximise productivity.

Local Community

We are committed to making a positive contribution to the communities close to our Group offices by communicating with local community stakeholders close to our operations:

- **Tackling hate crime:** KST operates in West Yorkshire and the West Midlands, areas which have the highest concentration of BAME people living in them in the UK outside of London. Our business serves a very diverse community, and we are proud to do so. In 2017, there were 68,000 racially or religiously motivated acts of aggression committed across the UK. We did our part to combat hate crime in our local community by installing 32 high-definition CCTV cameras around the Gurdwara Singh Sabha in Bradford which was suffering attacks of vandalism believed to be racially/religiously motivated.
- **Oasis Community Housing:** Oasis Community Housing exists to reignite hope and a future for everyone facing homelessness. They believe in prevention and intervention. The charity's four cornerstone services – Basis, Home, Empower, Aspire – address the immediate needs of the people they support and tackle the root causes of homelessness. They meet people where they are at and walk with them side by side, ensuring support is tailored to each individual and led by the latest trauma-informed practice. Oasis Community Housing's services across Gateshead, Newcastle, London, South Tyneside and Sunderland.
- **CATCH:** CATCH is a Leeds-based project which provides volunteering opportunities and community engagement to children and young adults from disadvantaged backgrounds. With over 1000 members, catch runs one of the largest youth clubs in Leeds, hosting a range of provisions including sports, arts, mentoring and community outreach work. We saw an opportunity to support CATCH's amazing work by securing their premises with an intruder alarm system. CATCH is consistently acquiring new premises from which to carry out their work – recently, for example, KST donated and fitted brand new intruder alarm coverage for a food bank housed in a refurbished double-decker bus.
- **Barnardo's:** KST has joined forces with leading children's charity Barnardo's to help disrupt child exploitation and sex trafficking in the Bradford night-time economy. With our extensive network of security officers across the UK, we recognised that we had the opportunity to help to protect vulnerable children in Bradford by linking with Barnardo's Trusted Relationships Group Work (TRGW) initiative. The team from TRGW are working with KST security personnel, initially in the West Yorkshire region, teaching them how to identify the signs of child exploitation and sex trafficking and how to help if they come across evidence of child exploitation and sex trafficking occurring.

Fair Treatment

We will provide employment and economic activity using local sourcing and local businesses where practical and build our own business on the basis of responsible practices. We aim to be an equal opportunities employer and are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

-ends-