

Compliance Policy Statement

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 E-fire
- Silver UK Ltd T/A Silver Group
- Cougar Monitoring Ltd T/A K-SOC
- Quidvis Ltd

Introduction

Kings is committed to ensuring that the provision of security solutions provided to our customers consistently meet or exceed their expectations and providing the best possible experience to all within the supply chain.

To ensure the consistent quality, availability and delivery of its products and services, Kings has developed a Compliance Management System (CMS) to which this policy outlines Management commitment. The CMS is regularly evaluated to ensure its processes meet customer needs.

Purpose and Scope

The purpose of the Compliance Policy is to provide a framework for setting Compliance objectives, compliance to legal and regulatory requirements, industry agreed Codes of Practice and local fire & rescue service policies, and to demonstrate the commitment of management to the continual review and improvement of the Compliance Management System.

All personnel employed and sub-contracted by Kings are required to comply with the requirements of the CMS.

Framework

Kings have a formal strategy which defines the direction of the business. Kings objectives are set to meet the strategic goal of the business.

Objectives are communicated to the business through the companies Document Management System, through online training & on the company's internal notice board. The objectives are monitored quarterly by the Compliance Team, and progress reported annually at Senior Leadership Meetings.

Individual departments have Key Performance Indicators (KPIs) set which are reported at Board Meetings and Senior Leadership Meetings.

Employee's own performance objectives are set with each department's objectives in mind.

A key driver in our Framework is ensuring that we are constantly developing our Environmental and Social Governance plans incorporating sustainability and climate change considerations in line with our Environmental Management Policy (CPL03).

Our organisational goals are to ensure that the changes required within our documented management system meet the requirements of ISO 9001, ISO 14001, ISO 45001, ISO 22301 and ISO 27001, and all applicable legislation and regulations as per the Kings Legal Register. Specific customer requirements shall also be given full attention to ensure the ongoing success of the CMS.

Management

It is the policy of Kings to maintain, on a continual basis, an effectively managed Compliance Management programme, which will assure customers that the products supplied conform to the laid down procedures or disciplines of the company, which will ensure that we meet the customers' needs and expectations. The management of Kings is firmly committed to the requirements of this policy.

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Kings will utilise forums and other methods of direct communication with its employees to support with the achievement of the Company objectives and to demonstrate King's commitment to continual improvement.

Where changes are planned and implemented to the Compliance Management system these will be referred to the Kings Compliance Team and the company's competent external Compliance advisor. Should any issues be identified these shall be brought to the attention of the Chief Executive Officer.



Bob Forsyth
Chief Executive Officer