



POL/09

Integrated Management System

Last Review: 12<sup>th</sup> May 23

Next review: 12<sup>th</sup> May 24

## Corporate & Social Responsibility Policy

H&M Security Services are a company with a heightened awareness of Corporate Social Responsibility including ethical procurement practices because the safety, probity and security of our client and the members of the general public is at the very heart of what we deliver for our clients, day in day out. We have adopted the following charter and implemented a programme of initiatives:

### Sustainable Development Charter

Development that meets the needs of the present, through a combination of social and economic responsibility and environmental protection, without compromising the ability of future generations to meet their own needs.

1. To practice ethical procurement in all our purchasing processes ensuring good practice, enhanced integrity and reputation.
2. To establish and deploy an environmental management system enabling objectives to be identified, action plans to be implemented and progress to be monitored to protect the environment, to preserve natural resources and encourage biodiversity
3. To ensure that our facilities and services comply with relevant regulations, taking account of standards as they develop
4. To go beyond the minimum legal requirements in terms of improving personal health and safety protection
5. To increase our efforts in terms of development and innovation, in order to improve our ability to respond to environmental challenges
6. To develop our employees' skills, to encourage them to be autonomous and to promote corporate innovation
7. To encourage our partners, sub-contractors and suppliers to abide by our sustainable development and ethical practice commitments
8. To anticipate the needs and expectations of the public in terms of environmental and social services
9. To participate in the social development of communities where our facilities and suppliers are based
10. To promote our commitment to all stakeholders in facilitating access to essential services and towards the respect of fundamental rights

The ultimate responsibility for this policy lies with the Managing Director who ensures that it is given and retains the highest of priorities. This policy and its implementation will be reviewed at least annually and updated as required.

Signed by:

A handwritten signature in black ink, appearing to read 'Ian Henderson', written over a dotted line.

**Ian Henderson**  
**Managing Director**  
**H&M Security Services**