



POL/033

Integrated Management System

Last Review: 12<sup>th</sup> May 25

Next review: 12<sup>th</sup> May 26

## Sustainability Strategy and Policy

H&M Security Services Ltd is committed to promoting sustainability in all aspects of our operations. Our goal is to minimize our environmental impact, enhance social well-being, and ensure economic resilience. This policy outlines our sustainability strategy and the steps we will take to achieve our objectives.

This policy applies to all employees, contractors, and suppliers involved in the operations of H&M Security Services Ltd.

### Objectives

1. Environmental: Reduce the environmental footprint of our operations and services.
2. Social: Promote social responsibility and community engagement.
3. Economic: Ensure the economic sustainability of our business and contribute to the local economy.

### 1. Environmental Sustainability

#### Energy and Emissions

- Energy Efficiency: Implement energy-efficient practices in our offices and operations, including the use of energy-saving lighting and equipment.
- Renewable Energy: Transition to renewable energy sources where possible.
- Carbon Footprint: Measure and reduce our carbon footprint through targeted initiatives.

#### Waste Management

- Reduce, Reuse, Recycle: Implement comprehensive waste management practices to reduce, reuse, and recycle waste materials.
- Paperless Operations: Encourage digital documentation and communication to minimize paper usage.

#### Sustainable Procurement

- Eco-Friendly Products: Source eco-friendly and sustainable products for office supplies and uniforms.
- Local Suppliers: Prioritize local suppliers to reduce transportation emissions and support the local economy.

### 2. Social Sustainability

#### Employee Well-Being

- Health and Safety: Maintain high standards of health and safety for all employees.
- Training and Development: Provide ongoing training and development opportunities for employees to enhance their skills and career prospects.
- Work-Life Balance: Promote work-life balance through flexible working arrangements and support services



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#### Community Engagement

- Community Projects: Participate in and support local community projects and initiatives.
- Charitable Giving: Encourage and facilitate charitable activities and donations.

#### Diversity and Inclusion

- Equal Opportunities: Promote a diverse and inclusive workplace by ensuring equal opportunities for all employees.
- Anti-Discrimination: Implement policies to prevent discrimination and harassment in the workplace.

### 3. Economic Sustainability

#### Economic Resilience

- Financial Management: Maintain robust financial management practices to ensure long-term viability.
- Cost Efficiency: Implement cost-efficient practices without compromising service quality.

#### Local Economy Support

- Local Hiring: Prioritize hiring from the local community to support the local economy.
- Local Partnerships: Develop partnerships with local businesses and organizations.

The Managing Director and Finance Director work closely with the Operations Director overseeing the implementation of this policy and monitoring progress in monthly management reports and meetings. Measurable targets for each area of sustainability are set and progress against these targets is tracked. These targets are regularly reviewed and updated to ensure continuous improvement.

H&M Security Services Ltd regularly communicate our sustainability initiatives and achievements to employees, clients, and suppliers, through our newsletters and other marketing publications

Our toolbox talks provide training to employees on sustainability practices and their role in achieving the company's sustainability goals. H&M Security Services Ltd is also signed up to the School of Sustainability and have access to their training courses and resources which is passed to all employees.

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:

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