

# Phoenix Security (Essex) Ltd Corporate & Social Responsibility Policy

Phoenix Security (Essex) Ltd define Corporate Social Responsibility as follows

- a) Conducting Business in a socially responsible and ethical manner
- b) Protecting the environment and the safety of people
- c) Supporting Human Rights
- d) Engaging, learning from, respecting and supporting the communities and cultures with which we work

The company will ensure that all matters of Corporate Social Responsibility are supported in our operations and administrative matters and are consistent with the company Stakeholders best interests. The company are committed to being recognised as an organisation considerate of Corporate Social Responsibility and recognises that in doing so, we will add significant value to our shareholders.

This policy applies to activities undertaken by or on behalf of the company.

All employees will adopt the corporate Social Responsibility considerations described in this policy into their day to day work activities. The company management team will act as role models by incorporating those considerations into decision making in all business activities. The company management team will ensure appropriate organisational structures are in place to effectively identify, monitor and manage corporate Social Responsibility issues and performance relevant to our business.

This policy is built on the following areas that reflect existing and emerging standards of corporate Social Responsibility:

## **Business Ethics and Transparency.**

The company is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

The company will promote its business in an open, honest and ethical manner.

The company recognises the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets.

Environmental, Health and Safety policies are in place and communicated to all staff via staff handbook and subsequent memos.

## **Stakeholder relations.**

The company will engage stakeholders clearly, honestly and respectfully.

The company are committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators and landowners, among others.

## **Employee Relations.**

The company will ensure employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

The company will apply fair labour practices, while respecting the national and local laws of the United Kingdom.

The company is committed to providing Equal Opportunities (as per policy) in all aspects of employment and will not engage in or tolerate workplace conduct, including discrimination, intimidation or harassment.

## **Human Rights.**

The company recognise that governments have the primary responsibility to promote and protect human rights. The company will work with governments and agencies to support and respect human rights within our sphere of influence.

The company will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages Human Rights abuse.

The company will always strive to build trust, deliver mutual advantage and demonstrate respect for cultures, customs and values of individuals and groups.

## **Community Investment.**

The company will integrate community Investment considerations onto decision-making and business practices and will insist in local capacity building to develop mutually beneficial relationships with communities.

Signed



Luke Atkinson  
Director

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