



1SC GUARDING LIMITED (ACS)  
PROVIDER OF QUALITY MANNED  
GUARDING SERVICES

Corporate Social Responsibility



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## Statement

This Statement is about how 1SC Guarding Limited takes account of its economic, social and environmental impact in the way it operates as a business. By demonstrating our commitment to Corporate Social Responsibility, we aim to align our business values, purpose and strategy with the needs of our clients, whilst embedding such responsible and ethical principles into everything we do.

The elements of this Statement cover our approach in dealing with our workplace, the marketplace, local community and the environment in an effort to support reducing our energy, procurement, transport, water use and other business usage to reduce our carbon footprint and environmental impact.



Signed.....

David Jones, Managing Director.

## Workplace

### Employees

1SC Guarding Limited is committed to creating and maintaining a safe and healthy working environment for its employees. The company will strive to create a workplace in which there is mutual trust and respect and where every person feels responsible for the performance and reputation of our company. We will respect the individual and each other's rights, customs and traditions including the right to freedom of association and the right to decide whether or not to join a trade union and will negotiate in good faith with the properly elected representatives of its employees.

1SC Guarding Limited will work towards achieving a diverse workforce, recruiting, employing and promoting employees only on the basis of objective criteria and the qualifications and abilities needed for the job to be performed. The company will maintain good communications with employees through our information and consultation procedures. We will assist employees in realising their potential.

## Marketplace

### Customers

1SC Guarding Limited is committed to providing safe, value for money, high quality, consistent, accessible and reliable services to its customers.

The company will also ensure that we deal responsibly, openly and fairly with clients and potential clients by:

Ensuring that all our advertising and documentation about the business and its activities are clear, informative, legal, decent, honest and truthful.

Being open and honest about our products and services and telling customers what they want to know, including what we do to be socially responsible

Ensuring that if something goes wrong we will acknowledge the problem and deal with it

We will listen to our clients so that this can help us improve the products and services we offer to them

Ensuring that we benchmark and evaluate what we do in order to constantly improve our competitive edge in the marketplace.

### Suppliers/supply chain

We purchase a wide range of goods and services required in the operation of our business and we also rely heavily on many key suppliers for the delivery of our core services. Good working relationships with our suppliers are therefore central to the success of our business.

For this reason, we clearly state our purchasing policy as part of ensuring that our business standards are integrated throughout the supply chain.

We are committed to obtaining and retaining competitive goods and services while at the same time ensuring they are from sources which have not jeopardised human rights, safety or the environment.

We aim to develop strong relationships with our suppliers, based on mutual trust, understanding and respect.

More specifically we expect our suppliers to:

Adhere to business principles consistent with our own.

- Ensure that their products and services are produced and delivered to comply with all legislation relevant to their business.
- Seek to maintain continuous improvement in their supply chain relationship with us.

Ensure they adopt and implement acceptable safety, environmental, product quality, product stewardship, labour, human rights, social and legal standards in line with our own code and to ensure these issues are acceptably managed within the supply chain for any products supplied to us.

We will seek to work with our key suppliers to:

- Develop long-term meaningful relations to the benefit of both parties.
- Improve the quality, environmental performance and sustainability of goods and services where this can be achieved to the benefit of both parties.

## Modern Slavery

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our CSR Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We expect all or who have, or seek, a business relationship with 1SC, to familiarise themselves with our anti-slavery value and to act at all times in a way which is consistent with our anti-slavery value.

## 1SC ANTI-SLAVERY VALUE

As part of our culture of good governance for good business, at 1SC we operate to a set of core values which reflect our relationships with our principal stakeholder groups: customers and suppliers. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

Our attitude to modern slavery is: zero tolerance.

## 1. PURPOSE OF THIS POLICY

1.1 Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the "Act"). Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This document sets out the policy of 1SC with the aim of the prevention of opportunities for modern slavery to occur within its businesses or supply chain. This policy's use of the term "modern slavery" has the meaning given in the Act.

1.2 As a company, we have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our businesses or those of our suppliers.

## 2. STEPS FOR THE PREVENTION OF MODERN SLAVERY

2.1 We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers and other business partners, and we are evolving and updating our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

## Community

As a security company, we provide an essential service to the community. We play a key role in safeguarding people. The operation of our services touches on all members of the community with the potential to impact positively on quality of life. We are contracted on a significant number of properties and have responsibility to those nearby as well as being a significant employer.

Our relationships with the local communities we serve are therefore very important to us and are an essential part in the growth of our business. When developing our services, we have a role to play in improving services for the community as a whole and not just our individual customers.

Through our community strategy, we therefore engage with the community at a range of levels as customers, neighbours, potential employees, businesses and residents. Through our community strategy, we seek to play our part in promoting socially inclusive policies, encouraging the young and disadvantaged and helping older members of the community and the disabled.

In line with our core values, our community strategy incorporates the following elements:

- Working and supporting local and national charities
- Encouraging volunteer work in community activities
- Supporting local schools
- Undertaking voluntary business advisory services via professional bodies

## Environment

Protection of the environment in which we live and operate is part of 1SC Guarding Limited's values and principles and we consider it to be sound business practice.

Care for the environment is one of our key responsibilities and an important part of the way in which we do business.

In this policy statement, we commit our company to:

- Complying with all relevant environmental legislation, regulations and approved codes of practice
- Protecting the environment by striving to prevent and minimise our contribution to pollution of land, air, and water
- Seeking to keep wastage to a minimum and maximise the efficient use of materials and resources
- Managing and disposing of all waste in a responsible manner
- Providing training for our staff so that we all work in accordance with this policy statement and within an environmentally aware culture
- Regularly communicating our environmental performance to our employees and other significant stakeholders
- Developing our management processes to ensure that environmental factors are considered during planning and implementation
- Monitoring and continuously improving our environmental performance.
- Reducing all our transportation requirements wherever possible and utilising public transport and such facilities as web-ex and conference call facilities
- By using vehicles that are regularly serviced and checked with regards to their emission levels and economically use their fuel
- Sourcing and buying locally to save fuel costs wherever possible
- Ensuring that all lights and equipment is switching off when not required
- Ensuring that water is used efficiently

- Using scrap paper for drafts and notes
- Printing in mono and double sided wherever possible
- Recycling all waste (shredding all business documentation)
- Sourcing recycled materials wherever possible
- Working with like-minded suppliers who take steps to minimise their environmental impact

## Transparency in Supply Chains Clause

An additional clause (clause 6) was added retrospectively to the act and requires organisations to report on the processes and due diligence taken to ensure that their supply chains are slavery free. The Transparency in Supply Chains clause came into force in Oct 2015 and requires organisations with a turnover of £36 million or more to produce and publish a slavery and human trafficking statement each financial year.