

GTAG Security Ltd

Corporate Social Responsibility Policy

1. Company Information

a) General Information

GTAG Security Limited

20-22 Wenlock Road

London

N1 7GU

Company Number: 9946301

b) Mission Statement

To develop and maintain strong community and corporate relationships, for the prevention of crime against organisations and communities, sustaining excellence, professionalism and care.

c) Company Values

- Conduct our business in an honest, ethical and moral manner
- Adapt and improve as new industry benchmarks arise
- Encourage and support personal and professional development in our workforce
- Uphold stakeholder guarantees and provide longstanding cooperative relations
- Provide a safe, fair, supportive workplace
- Provide a safer environment for our stakeholders, through the prevention of crime

d) Stakeholder Consultation

We actively seek to engage and develop our stakeholder relationships and strive for mutual benefit and sustainably, through careful management of micro and macro environments, considering local community and governance, creditors, debtors, suppliers, employees, directors and shareholders. Achieved by continual monitoring and quality control of our policies, values and emerging industry relevant benchmarks. Ensuring that the interests of all stakeholders are carefully and fairly considered in an open and honest manner.

2. Workplace

a) Leadership

We dynamically develop existing skills within our leadership team, and endeavour to acquire innovative ideas from outside our organisation, to sustain a continual high standard of performance. This enables our leaders to better understand and implement our values and policies and in turn lead by example to pass on those principles to our workforce. This leadership structure enables us to evolve and expand our organisation to meet the needs of all stakeholders while upholding our strongly considered values and standards.

b) Employees

Equal & Human Rights - GTAG Security Ltd is an equal opportunities employer and will not discriminate on the basis of race, gender, age, disability, sexual orientation, religion or other.

Our equal opportunities policy ensures that all employees are aware of what is expected of them, and ensures our stakeholders are aware of our standpoint including procedures relating to disciplinary action following infringement on an employee basis, as well as structure for handling micro and macro originating discrimination. Our company fully supports 'The Human Rights Act 1998' and will never infringe upon our stakeholders Human rights, we expect the same support and integrity from all our employees.

Health & Safety – Our employees receive all relevant health and safety documentation and training and are expected at all times to adhere to that training. The GTAG Security Health & Safety Policy and supporting manual has been designed so that the leadership team may deliver effective training and maintain a safe environment for employees and visitors.

Training/Personal Development – We actively encourage and support all employees wishing to progress professionally through training and development and are committed to maintaining ongoing internal training programs, career progression and flexibility as well as external training opportunities through third party providers.

Communication – As per our 'Environmental Policy 2016' interoffice communications are primarily electronic based using telecommunications, email and limited web-based portals. Applicable employees are provided with access to company intranet systems as well as company provided email and telecommunications equipment and supplies. Those employees are expected to adhere to the 'Employee Communication Policy 2016'. Company newsletters, memorandum, meetings, training and open management structures provide a network of communications between employees, with ongoing preparations for web-based portals and intranet accessible to all employees as standard.

Pay & Benefits – Our policy is to offer a competitive rate of pay for good performance and offer reward for excellent performance through bonus schemes, career progression and other opportunities. We annually review our pay structure and ensure each team member understands their rate of pay and benefits encouraging discussion and communication through open management.

Workplace Climate – We are committed to maintaining high levels of staff motivation using the values upheld in this policy, promoting good working conditions and practices, striving to be a consistent employer of choice throughout our covered regions. That employees work in an environment that is free from discrimination, harassment or preferential treatment, with leaders demonstrating fair, open and honest business practises.

HR Management – Our organisation uses a 'best practise' high commitment structure to provide employees with; employment security & dynamic internal labour markets, ongoing training, learning & development and a high compensation contingent on performance. Working together to support employee involvement, information exchange & communication and to encourage worker voice within the organisation.

*NB: The following policies mentioned in this section may be found on our website:
www.gtagsecurity.com*

- *Equal Opportunities Policy 2016*
- *Health and Safety Policy 2016*

- *Environmental Policy 2016*

The following policies mentioned in this section may be requested in electronic format by contacting hrendlegal@gtagsecurity.com:

- *Pay and Benefits Policy 2016*
- *Employee Communication Policy 2016*

3. Marketplace

a) Clients

We are committed to fair and ethical marketing, factual and impartial information sharing and fair contractual practises. We maintain excellent customer satisfaction rates through; quality of service and after sales care, guaranteeing our clients open and honest education and communication portals as well as the process to accept, measure and address complaints promptly and effectively, and to reward longstanding clients with loyalty benefits. We work to protect our consumers against risk, working within our H&S policy ensuring each employee understands their role in risk management and its importance to upholding excellent customer care. Our company will only use client data within the parameters set out in our 'Data Protection Policy 2016' and never share information with third parties without consent. All information is stored electronically and securely using protected internal servers.

b) Suppliers

GTAG Security uses carefully constructed supplier selection criterion to best support the values in this CSR, we aim to support local suppliers where possible and develop strong local business connections. We promote positive creditor relations, through timely invoice settlement, open and honest communication and fair business practises. Bribery or corruption of any kind is strictly prohibited within the company. Employees are expected to abide by the company 'Bribery and Corruption Policy 2016' based on the 'Bribery Act 2012' which covers trading in the UK and abroad.

NB: The following policies mentioned in this section may be found on our website: www.gtagsecurity.com

- *Data Protection Policy 2016*

The following policies mentioned in this section may be requested in electronic format by contacting: hrendlegal@gtagsecurity.com

- *Bribery and Corruption Policy 2016*

4. Community

a) Local Business, Community and Government Relations

Our company maintains mutually beneficially relations with local businesses and governments, actively seeking new collaboration, consultation and partnership to better implement CSR and make a positive impact in the communities in which we operate. Taking responsibly for CSR issues relating to our operations and its impact on the social, economic and environmental factors, and to educate our partners, so that they may achieve and maintain these standards.

b) Regeneration

We are dedicated to community and localised regeneration, and use values, standards and forward planning to create sustainable jobs for communities, wealth creation & economic growth and education through skill development and training. We implement this approach in all geographical areas in which we operate or have direct impact.

5. Environment

Waste – GTAG Security is committed to an ongoing waste management program in accordance with our 'Environmental Policy 2016', and is dedicated to the reduction of operational waste through recycling procedures, waste generation monitoring, hazardous waste: training and management, and compliance with UK and localised waste regulations

Water – To reduce the amount of waste water that we produce by managing that waste proactively, offering training and awareness of our 'Environmental Policy 2016' to all employees.

Energy – Dedicated to reducing the company's use of energy as part of ongoing commitments to lower our carbon footprint and reduce operational costs to the benefit of our stakeholders and the environment.

Materials – We comply with all applicable environmental and Health & Safety legislation actively by; promoting the use of recycled materials, endorsing the use of durable materials with increased lifespan, sourcing local products and materials where practically possible, managing the use of paper from sustainable recycled sources and encouraging the reuse of materials where possible to minimise waste.

Health & Safety - We provide a safe working environment for our employees and site visitors. We expect all employees to comply with our 'Health & Safety Policy 2016' and offer additional training and continual monitoring and management to ensure 'best practises' are being used by all parties.

Transport – Committed to an ongoing improvement scheme as per our 'Environmental Policy 2016' to minimise our transport impact on the environment by; route optimisation to reduce emissions and costs, regular vehicle servicing and maintenance program, employee education and training, encouragement and support of car sharing amongst our employees.

*NB: The following policies mentioned in this section may be found on our website:
www.gtagecurity.com*

- *Health and Safety Policy 2016*
- *Environmental Policy 2016*