

## Corporate Social Responsibility Policy

This policy is based on Venture Security's mission and values, organisational aims and our environmental and ethical purchasing policies. Our Corporate Social Responsibility (CSR) policy is based on the following principles:

- To minimise the impact that our work has on the environment and people around us
- To manage our supply chain responsibly in support of our environmental objectives
- To improve public perception of the security industry and those who work within it
- To integrate our CSR considerations into all our business decisions
- To comply with, and exceed where practicable, all applicable legislation and codes of practice.

To help define our policy we have divided it into four key areas:

### Community

Helping to keep communities safe through positive action in support of the police. Our security officers work to reduce anti-social behaviour in town and city centres. Our mobile officers patrol public areas to reduce issues associated with drug use and low-level crime. All our work is in close partnership with the police.

### People

Finding, supporting and developing great people throughout their career

We strive to ensure all colleagues enjoy their work and have opportunities to consistently get the best out of their time with us. Our whole management team is made up of good people who have shone as employees within our business.

### Environmental Management

Managing our impact on the environment in a responsible and ethical manner

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them.

### Responsible Trading

Building and maintaining the highest standards amongst our suppliers

We are committed to maintaining high standards amongst our suppliers. We oppose the exploitation of workers, and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained. Our suppliers should also have appropriate management, operational and technical controls in place to minimise, and ultimately eliminate, the release of harmful emissions to the environment. Venture will not trade with any organisation who is not able to comply with locally applicable legislation.



Paul Howe  
Managing Director