



CORPORATE & SOCIAL RESPONSIBILITY POLICY

THAMES SECURITY MANAGEMENT LTD defines Corporate Social Responsibility as follows:

- Conducting Business in a socially responsible and ethical manner
- Protection the environment and the safety of the public, our staff and our clients.
- Supporting Human Rights
- Engaging, learning from, respecting and supporting the communities and cultures with which we work

THAMES SECURITY MANAGEMENT LTD will ensure that all matters of Corporate Social Responsibility are supported in our Operations and Administrative matters and are consistent with our client's best interests. We 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 services.

All staff 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

THAMES SECURITY MANAGEMENT LTD 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.

We recognise the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets.

Our Environmental and Health and Safety policies are in place and communicated to all staff and clients via Employee handbooks and Assignment Instructions.

Employee Relations

THAMES SECURITY MANAGEMENT LTD 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.

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



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Human Rights

THAMES SECURITY MANAGEMENT LTD recognise that governments have the primary responsibility to promote and protect human rights. We will work with governments and agencies to support and respect human rights within our sphere of influence.

THAMES SECURITY MANAGEMENT LTD will not tolerate human rights abuse and will not engage or be complicit in any activity that solicits or encourages Human Rights abuse.

THAMES SECURITY MANAGEMENT LTD will always strive to build trust, deliver mutual advantage and demonstrate respect for cultures, customs and values of individuals and groups.

Community Investment

THAMES SECURITY MANAGEMENT LTD 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.

A handwritten signature in black ink, appearing to read 'S Graham', is positioned above the name of the Managing Director.

Mr S Graham
Managing Director