

# **KESTREL GUARDS LTD**

## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **CODE OF ETHICS**

Kestrel Guards Limited will comply with all the laws that regulate and apply to the Company, its systems and the conduct of the business.

The Company will treat all groups and individuals with whom we have a business relationship in a fair, open and respectful manner.

The Company will respect the rights of all employees, treating them fairly and without discrimination.

The Company will provide equal employment opportunities.

The Company will help in building safer communities and will at all times in its activities show respect for the individual.

The Company will actively work with other organisations and bodies to promote good citizenship within the local community and to promote a positive image of the security industry through its actions.

The Company will recognise our Environmental responsibilities and endeavour to prevent pollution and minimise waste and the impact of our activities upon the environment in the delivery of our services and where applicable, in the activity of others in deploying those services.

The Company will establish & maintain an infrastructure capable of supporting all company activities & realizing all company objectives.

The Company will register and resolve customer and consumer complaints in accordance with company procedures.

The Company will share and declare information on personal and corporate conflicts of interest.

The Company aims to be honest and truthful in all representations and where with holding information is necessary be clear about the motives and explain why this is being done.

Kestrel Guards Limited will attempt to ensure that competition is fair and based upon quality, value and integrity of the products and services.

The Company will not tempt others into acting in a way that is in violation of the Company's standards.



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J.A.E. Matthews  
QHSE Director  
Kestrel Guards Limited

Dated: 19<sup>th</sup> September 2016

Date of next review: 19<sup>th</sup> September 2017