ESG & CSR POLICY

Our Commitment

Hall and Kay are a UK leading fire protection and security business. We recognise that our social, economic, and environmental responsibilities to our stakeholders are integral to our mission, vision, values, and business success.

The purpose of this policy is to define our ESG and CSR commitments and set out the governance framework to ensure they are effectively delivered. Our ESG and CSR framework illustrates our company's identification and quantification of its risks and opportunities, as well as highlights the ethics of our company.

This policy applies to all employees, directors, contractors, and business operations across the UK.

CSR & ESG Relationship

CSR is a business model used by individual companies largely around ethical and social practices, and;
ESG is a criterion used to evaluate a company's performance and risk prevention and adaption standards.

We commit to adhere to the Corporate Social Responsibility (CSR) model in our operations, fostering ethical, social and environmental accountability.

We commit to the prioritisation of the Environment, Social and Governance (ESG) criteria when measuring the sustainable and ethical impact of an investment into a company, product or service.

Below are the key topics areas which fall under the ESG framework, encompassing our CSR priorities:

Key legal drivers

- Companies Act 2006
- Modern Slavery Act 2015
- Equality Act 2010
- Bribery Act 2010
- Employment Rights Act 1996
- Working Time Regulations 1998
- Health and Safety at Work Act 1974
- Energy Savings Opportunity Scheme (ESOS)
- Streamlined Energy and Carbon Reporting (SECR)
- The Environment Act 2021
- The Climate Change Act 2008 (2019 amendment)

Our Approach:

To successfully support our combined ESG & CSR Policy, we commit to the review, investment, and management of:

Environment:

- ✓ Assessing and reducing our carbon emissions whilst developing strategies to adapt to climate change.
- ✓ Optimising water usage, prioritising sustainable materials and embracing circular economy principles to minimise waste and maximise resource efficiency
- ✓ Implement measures to protect air and water quality, and responsibly managing and designing out hazardous substances

Social:

- ✓ Create a safe and healthy workplace, promote fair labour practices, champion diversity and inclusion, invest in worker training and development, and imbed recruitment processes that attract diverse talent.
- ✓ Support local communities through philanthropy, volunteering, and partnerships that address social needs
- ✓ Ensure ethical sourcing practices throughout our supply chain, respecting human rights and eradicating modern slavery

Governance:

- ✓ Work toward a diverse board of directors with a fair balance of gender, ethnicity, skills and experience.
- ✓ Uphold high standards of integrity, combating corporate criminal offences such as corruption and bribery.
- ✓ Alignment with UN Sustainable Development Goals (UN SDGs) when developing our business strategies.
- ✓ Customer satisfaction and adherence to the principles of fair competition.
- ✓ Using technology safely and responsibility for social and environmental benefits.
- ✓ A transparent approach to audit and external regulation.

Policy Progress Monitoring

Progress will be monitored by:

- Annual review of this ESG_CSR policy, its objectives, targets and operational processes and controls.
- Regular internal audits and transparency of environmental, social and governance data and practices.
- Annual employee and customer feedback surveys.

Due to the broadness of the term 'sustainability' this policy also interlinks with aspects of other separate policies including:

- ❖ Environment Policy, Sustainability Policy, Health and Safety Policy, Quality Policy, Energy & Greenhouse Gas Policy, Sustainable Procurement & Supplier Due Diligence Policy.

Responsibilities

The Senior Leadership Team and Sustainability Manager are responsible for implementing this policy. Procurement personnel are responsible for imbedding this policy into their procurement processes.

All employees have a responsibility in their area to ensure that the aims and objectives of the policy are met, and to undertake any training that is offered.

Richard King (Managing Director) has overall responsibility for ensuring that sufficient resources are made available to enable the business to achieve our objectives and targets and that the policy is implemented and circulated to all relevant parties.

Richard King

Managing Director
Hall & Kay Fire Services Limited

This policy is communicated to all Hall and Kay employees and is available for other interested parties on our website