

SMARTSEC SOLUTIONS

Environmental Social Governance Policy

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1. Introduction

SmartSec Solutions is committed to supporting the local areas where we operate and will always operate to achieve positive economic, environmental, and social impact across our business and supply chain.

SmartSec Solutions will work with aligned customers and suppliers that support our ESG strategy.

2. Environmental Management System (EHQMS)

SmartSec Solutions is committed to ensuring that its operations consider possible environmental impacts. SmartSec Solutions takes the following considerations into account.

- Ensuring all relevant Environmental Legislation and Regulations are applied across our operations
- Operating the business in an environmentally sensitive manner
- Purchasing environmentally friendly materials when appropriate
- Raising the awareness of staff so that everyone may be involved
- Reducing energy usage by increased energy efficiency
- Reducing or recycling waste when possible
- Using raw materials in a manner that reduces waste
- A Net Zero Carbon target of 2040

SmartSec Solutions (the Company) has an EHQMS that is externally accredited to ISO 14001, and environmental issues, opportunities, and continuous improvement are discussed regularly at Board meetings. Any opportunities for improvement are recorded, and strategies are discussed at this highest level. We are careful not to bring issues for their own EHQMS to our clients via our personnel by ensuring full risk assessments and discussions occur before we place our staff on their sites. This partnership ensures we work jointly with our companies on the EHQMS strategies.

We support our clients by ensuring that our assignment instructions and highly trained staff consider clients' carbon footprints and help them deliver their environmental strategies. We do this by checking for water leaks and switching lights and machinery on and off internally in the buildings, reducing utility carbon emissions and costs.

On external patrols, where required, we support environmental incident reporting by identifying issues such as discharge to surface drains, fly-tipping, and waste segregation. These issues help maintain a client strategy such as carbon neutrality. We actively encourage discussion with our clients to see how we can support their EHQMS compliance and targets.

The Company recognises that in today's climate, they must take responsibility for reviewing and lowering, where possible, the impact they make on the environment.

SmartSec Solutions has actively pursued ways of lowering our "carbon footprint" and has changed how our various teams conduct their daily business.

Our teams are all equipped with smartphones and/or computers, which give them instant access to e-mail and our company systems. This has reduced the amount of paper used for printing and equips us to move towards a paperless operation.

SmartSec systems are web-based, allowing our roaming managers to minimise their travel and thus their carbon footprint as they can work from their sites and homes.

The Operations Team also uses public transport when travelling around London from site to site, either taking the tube or using the bus system rather than driving around town. Walking or cycling is the natural choice of moving around where our sites are clustered in a small area. To encourage this, we have equipped our Operations Team with accounts that allow them to use the publicly available bicycles in Central London. We also have a cycle-to-work scheme available to all staff.

We have purchased low-emission cars for our mobile response drivers.

We are keen to work with clients to ensure our on-site staff can use recycling bins for paper, plastic, and metals in communal areas.

Any uniform returned to us in good condition but not going to be used again on site is taken to one of the local charity shops to the Head Office; otherwise, it is recycled. We also use uniforms made from recycled materials on numerous sites and encourage more customers to do the same.

At Head Office, we recycle and ensure all electrical equipment is turned off when not in use to minimise our energy output and encourage working from home, where travel can be minimised and the business can support this.

3. Social Impact

The company ensures that all staff members are trained in diversity, equality, and disability awareness.

The Company has a policy of promotion from within, which gives unskilled workers opportunities to become skilled and move into management positions.

SmartSec Solutions has always supported and become involved in the local communities in and around the sites for which it is responsible. We do this via the following means.

Promotion of local skills and employment:

- Local recruitment working with the local Job Centres and organisations that support the employment of young people and the unemployed.
- Offering work placements to students.
- Donations for local youth groups, particularly to obtain equipment and facilities and to organise events.
- Investment of time to support youth groups and the unemployed.
- Talks delivered to youth group members and the unemployed, advising on how to enhance their employability and the options available to them as young people, such as placements, apprenticeships and careers advice

Supporting the growth of local businesses

- Local MSMEs are asked to quote for any equipment/uniform procured for our business
- Where possible, we engage with local VCSEs to be incorporated into our supply chain
- All engagement with VCSEs is accompanied by an assessment of how we can support the initiative through the donation of equipment and resources
- SmartSec allows our employees to support local VCSEs through paid voluntary hours to contribute towards initiatives such as charity activities, marketing, outreach, and operational tasks.

Working with Charities

- SmartSec encourages its employees to fundraise through our 'Match It's Scheme, with SmartSec matching funds raised by employees for local charities or community groups, up to the value of £500 per application.
- SmartSec donates to charities and supports the less fortunate in the communities in which we operate, and its staff is paid for voluntary activities supporting these.

4. Governance

Our Managing Director measures and monitors our progress with our ESG strategy. Our activities and progress against the commitments set out in this document are reported on and discussed quarterly in SmartSec Solutions' Board Meetings.



HELMEY EL-AASAR

Managing Director

31st January 2026