



## METROPOL GUARD SECURITY

Regus Office 127, 268 Bath Road, Slough, England SL1 4DX

Info@metropoleguards.co.uk: <https://www.metropoleguards.co.uk/>

Contact: 02033555340

### Corporate Social Responsibility (CSR) Policy

#### 1. PURPOSE & COMMITMENT

Metropol Guard Security is committed to ethical, sustainable, and socially responsible business practices. Our CSR policy reflects our responsibility to our employees, clients, stakeholders, and the wider community, ensuring positive social, environmental, and economic impact.

#### 2. ETHICAL BUSINESS PRACTICES

We operate with integrity, transparency, and accountability by:

- Complying with UK labor laws, anti-bribery regulations, and ethical sourcing standards.

- Ensuring fair wages and safe working conditions for all employees.

- Implementing a Whistleblowing Policy to encourage ethical reporting.

#### 3. COMMUNITY ENGAGEMENT & SOCIAL RESPONSIBILITY

We contribute to the well-being of the communities we operate in by:

- Supporting local charities and community programs.

- Encouraging employee volunteering and engagement in social projects.

- Providing equal opportunities in employment and career development.

- Promoting diversity and inclusion within our workforce.

#### 4. ENVIRONMENTAL RESPONSIBILITY

We aim to reduce our environmental impact by:

- Minimizing carbon footprint through sustainable business practices.

- Reducing waste and promoting recycling initiatives.

- Adopting eco-friendly technologies and operational improvements.

- Complying with ISO 14001:2015 environmental standards.

#### 5. EMPLOYEE WELL-BEING & DEVELOPMENT

We are committed to fostering a positive work environment through:

- Providing health and safety training and mental well-being support.

- Encouraging professional growth and skill development programs.

- Ensuring a work-life balance and flexible working options where possible.



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### 6. IMPLEMENTATION & MONITORING

To ensure accountability and continuous improvement:

CSR initiatives will be reviewed and reported annually.

Stakeholder feedback will be incorporated into future CSR improvements.

Performance indicators will be used to measure social and environmental impact.

### 7. POLICY REVIEW:

This Corporate Social Responsibility (CSR) Policy will be regularly reviewed by the HR Manager and updated as necessary.

The Managing Director shall review this policy annually or follow significant changes.

A handwritten signature in black ink, appearing to read 'M. Raza', with a horizontal line underneath.

Mohammad Raza

Metropol Guard Security

This policy is reviewed on 11 – 08 – 2025