LEON GUARDING

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

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SIA APPROVED CONTRACTOR

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

Leon Guarding & FM Ltd is aware of responsibilities both to ourselves and to others, acknowledging how we may impact upon the communities and the environment in which we operate.
Our core values encapsulate our business philosophy. We conduct our business ethically, with integrity and with a true passion for the business, our employees and wider community. Trust, honesty and integrity are paramount to our organisation

In turn these core values are cascaded into our approach to Corporate & Social Responsibility, reflecting a commitment to encourage people to combine ambition with community objectives and environmental awareness.
Leon Guarding & FM Ltd supports Corporate Social Responsibility as follows:

- We always aim to conduct business in a socially responsible and ethical manner;
- The environment as well as the safety of people enjoys our highest priority;
- Our company fully supports existing human rights;
- We support anti-slavery in all forms and will not engage with any customer or supplier that does not have the same commitment;
- We are keen to support and interact with the communities in which we work;
- Protection of the public is paramount.

Leon Guarding & FM Ltd guarantees that all issues concerning Corporate Social Responsibility are reflected in our day-to-day business activities and administrative matters. Furthermore, it is ensured that all issues regarding Corporate Social Responsibility are in line with Leon Guarding & FM Ltd stakeholders' interests. Leon Guarding & FM Ltd commits itself to being recognised as an organisation understanding and protecting Corporate Social Responsibility and believes that in doing so considerable value will be added.

This policy rests on the subsequent fields, which reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency:

Leon Guarding & FM Ltd is dedicated to maintaining high standards of integrity and corporate governance practices to enable us to deliver excellence in our operations, and to advance confidence in our systems.

Leon Guarding & FM Ltd will carry out its business in an honest and ethical way. Leon Guarding & FM Ltd identifies the importance of protecting all of its assets, be it financial, physical, bodily, environmental or social.

Environmental Health & Safety:

Leon Guarding & FM Ltd is dedicated to protecting the health and safety of all people who come in to contact with our services, this includes employees, contractors and the general public. We will not compromise the health & safety of any person but will ensure a safe and healthy workplace. Leon Guarding & FM Ltd will strive to advance responsible environmental practices and continue to improve.

All Leon Guarding & FM Ltd employees are responsible for helping to work in a safe workplace and for operating in an environmentally accountable manner.

Protection of the Public:

We are committed to ensuring where we can, the safety and protection of the public. All of our staff are advised on how best to protect the public in their day-to-day duties. This includes specifically the protection of groups that may be considered disadvantaged by others and both vulnerable adults and children. In particular our staff are requested and reminded to use their observation skills at all times in order that they may identify any issues at an early stage.

Counter Terrorism:

Leon Guarding & FM Ltd is committed to the promotion and improvement of awareness of counter terrorist activities. Wherever possible, Leon Guarding & FM Ltd will work with staff, customers and suppliers on initiatives to promote counter terrorism and the awareness of it.
Our staff shall undertake formal training (Project Griffin) and we shall encourage our customers and suppliers to do the same.
Leon Guarding & FM Ltd will seek out partnerships with other security companies, local businesses and other groups to undertake initiatives that will promote the awareness of counter terrorism.

Human Rights and Anti-Slavery:

Leon Guarding & FM will work to promote, protect and respect human rights. Leon Guarding & FM will not tolerate abuse of human rights neither will Leon Guarding & FM engage in any activity that encourages the abuse of human rights. Leon Guarding & FM will always attempt to demonstrate respect for human rights in all associations it encounters, build trust, and have respect for cultures, customs, individuals and groups.

Employee Relations:

Whilst respecting the Laws of the United Kingdom, Leon Guarding & FM will exercise fair working practices. Leon Guarding & FM will make sure that all employees are treated equally and fairly, and consideration will be taken for their aspirations and achievements in the workplace.

All people coming into contact with Leon Guarding & FM will be treated equally irrespective of race, colour, religion, gender, sexual orientation, physical disability or any other grounds that might be construed as grounds for discrimination, including harassment and intimidation

Community Investment:

Leon Guarding & FM will aim to develop beneficial relationships with communities and wherever Leon Guarding & FM operates, we will endeavour to provide employment and economic opportunities in the community.

Signed: M Shahzad *Date: 31-Jan-2026*