



## **Corporate Social Responsibility Policy**

Dynamic Security Services Limited believe that doing business in a responsible and sustainable manner demonstrates a commitment to social responsibility. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities.

Dynamic Security Services Limited demonstrates a commitment to Corporate Social Responsibility by embedding responsible, social and economic needs into the decision-making process and operations. A policy has been developed that impacts and enhances all areas of our business and stakeholders, namely people, customers, environment suppliers, health & safety and the community.

Corporate Social Responsibility describes the business behaviours that not only meet commercial objectives and legal obligations, it is how Dynamic Security Services Limited operates.

The following sections provide a brief synopsis of how Dynamic Security Services Limited are working to deliver a robust Corporate Social Responsibility policy.

### **Employees**

Dynamic Security Services Limited are committed to the well-being and continual development of its employees, whether this be in the form of welfare visits to training and development. Training the workforce, ensuring people are appreciated, valued and given regular feedback is required to ensure each person has a clear understanding of their role and how they contribute to the business.

Employees are recognised and rewarded based on performance, effort, contribution and achievements.

Employees should act with integrity towards one another and exercise a high standard of business practice.

Diversity, fairness and equal opportunities are all supported, Dynamic Security Services Limited aim to further involve and consult regularly with employees as to the direction of the business, where appropriate.

### **Environment**

Dynamic Security Services Limited manage both the direct and indirect environmental impacts arising from its operations. Environmentally sustainable operating systems are implemented wherever reasonably practicable, to manage Dynamic Security Services Limited's direct impact on our base environment and that of the wider community.

Initiatives adopted to reduce impact on our environment include the following;

- recycled stationary
- community-based printers
- recycling paper & card, sending eCards instead of paper cards
- reducing plastic use and encouraging recycling
- promotion of the use of public transport
- cycle / use of local transport to work scheme for local staff
- the adoption of low emission (CO2) company vehicles and monitoring vehicles using vehicle tracking to reduce fuel costs.

### **Health & Safety**

Dynamic Security Services Limited aim to achieve and maintain high standards of health & safety, whilst providing a safe and healthy working environment for all activities. Dynamic Security Services Limited has a specific and relevant health & safety policy which is regularly reviewed and updated.

### **Charity**

Charitable work has always been an important part of Dynamic Security Services Limited's commitment to the local and wider community, it is something we are passionate about. Operating in a people driven business, it is of great importance for Dynamic Security Services Limited to support charities that provide a worthwhile service to disadvantaged segments of the community.

### **Business Ethics (British Standards)**

Dynamic Security Services Limited operate in an ethical manner from the way we source goods and services, to how we conduct ourselves whilst looking after entire client portfolios.

As an organisation, we have from the start strived to enhance the reputation of the security industry. We are proud to be working in line with the current British Standards and work inline with the SIA ACS scheme.

**Authorised:** Owtar Sangha

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