



Sustainability Policy

SUPREME PROTECTION LTD



Supreme Protection Sustainability Policy: Our Values

Supreme Protection understands that our organisation plays an important role within the communities we serve. Our security services make people's living and working environments safer, healthier and stronger. We are committed to creating safe and sustainable communities by embedding social value throughout all our processes. We are also committed to being the most reliable security partner within the UK.

Our vision is that we make your security our priority

Our Sustainability Policy & Strategy aligns with the UN Sustainable Development Goals (SDG). Here are the main UN SDG targets that we aim to accomplish:

- 5 Gender Equality
- 8 Decent Work & Economic Growth
- 11 Sustainable Cities & Communities
- 13 Climate Action.

We have recently submitted our SDG Action Plan and Sustainability Policy to the UN, to see how we can support these SDGs.



SUSTAINABLE DEVELOPMENT GOALS

More information on the 17 UN SDGs can be found on this link: <https://sdgs.un.org/goals>

Our Commitment to Stakeholders and Sustainable Development

At Supreme Protection, our values drive every aspect of our business. We align our operations with the expectations of our stakeholders: customers, employees, regulators, suppliers, the community, and the environment. Our social, economic, and environmental responsibilities are essential to our success. We value stakeholder feedback and maintain open dialogue to meet their requirements. Transparency and truthfulness guide our communication about strategies, targets, performance, and governance as part of our ongoing commitment to sustainable development.

Responsibility for Sustainability Implementation

Our Managing Director, Afsheen Rabbani, oversees the implementation of our Sustainability Policy and objectives. This policy guides our strategy, showcases our achievements, and outlines the resources available



to fulfil our corporate responsibilities. All our employees share the responsibility for adhering to this policy and driving its success.

Our Managing Director, Afsheen, ensures we work in partnership with our customers, to enable our security services to:

- Improve our environmental performance through implementation of our Sustainability Policy.
- Ensure a high level of business performance while minimising and effectively managing risk.
- Encourage dialogue with consumers for mutual benefit.
- Register and resolve customer complaints in accordance with our Complaints procedure.
- Support and encourage our employees to help local community organisations and activities in our region.
- Operate in line with our Equal Opportunities Policy for all present and potential future employees.
- Offer our employees clear and fair employment terms and provide resources to enable their continual personal development.
- Provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- Provide clean, healthy and safe working environment.
- Uphold the values of honesty and fairness in our relationships with stakeholders.
- Have clear contract terms set out the agreed, stating the conditions and the basis of our relationships.
- Operate in a way that safe guards against unfair business practices.
- Encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

Supreme Protection Managing Director Statement

I firmly believe our sustainability strategy will build on the current success our team has enjoyed in creating a more sustainable security service, and enable us to build on our progress. Our business is committed to reducing our carbon intensity (t/CO₂e per £100,000 revenue) every year, and have clear plans for progression against our targets. Within our Sustainability Policy, we outline the following with regards to our strategy:

- Current Achievements Against the UN SDGs
- Supreme Protection Roadmap for Sustainable Security Service
- Gender Equality Our Commitment
- Decent Work and Economic Growth Our Commitment
- Sustainable Cities and Communities Our Commitment
- Climate Action Our Commitment
- Supporting Appendices.

Our Sustainability Policy has received approval from all senior stakeholders at Supreme Protection. It is essential for all our exceptional employees—the bedrock of our success—to review and accept this policy.

I remain committed to achieving the objectives outlined within this entire document.

Sincerely,

Afsheen Rabbani

Managing Director

4th of June 2024



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Current Achievements Against the UN SDGs

5 GENDER EQUALITY



- 25% of our employees are women, far above the SIA industry average, which shows only 10% of SIA licence holders female.
- 30% of our Executive Team are women.
- We plan to report our gender pay gap in Q3 of 2024.
- We have trained over 45 women to work in security in the last two years.

8 DECENT WORK AND ECONOMIC GROWTH



- We are a Real Living Wage and Disability Confident Employer.
- We currently employ over 195 members of staff within the United Kingdom, providing local employment opportunities to our communities.
- We have provided training to over 600 members of staff (past and present employees), upskilling individuals to better enhance their career prospects.

11 SUSTAINABLE CITIES AND COMMUNITIES



- We currently provide our staff with a shuttle bus service for larger events, which ensures hundreds of individuals can get to work without using their own vehicle.
- We encourage staff to use public transport and hire locally for the delivery of our security services.
- We develop site specific business continuity plans and contingency plans, aligned to industry best standards, to enable resilient communities.

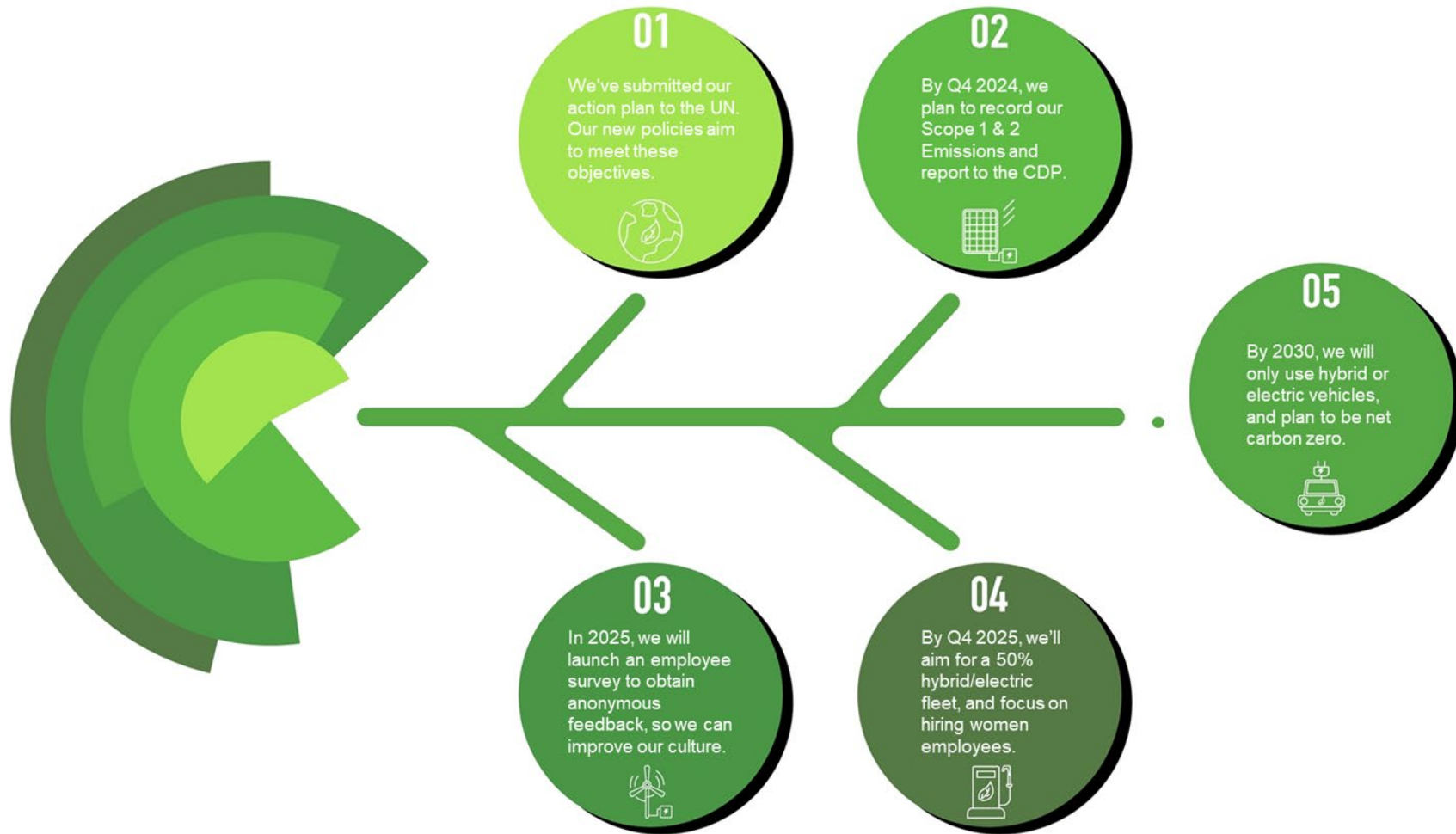
13 CLIMATE ACTION



- 30% of our current fleet of vehicles are hybrid or electric, and we are phasing out the use of all petrol engines by 2030.
- Our Security Manager App has eliminated the need for paper-based reporting.
- We plan to monitor our Scope 1 & 2 emissions from our operations by Q4 of 2024, to report and achieve a rating from the Carbon Disclosure Project (CDP) by years end.



Supreme Protection Roadmap for Sustainable Security Service





Gender Equality

Introduction

At Supreme Protection, we recognise that gender equality is not only a fundamental human right but also a crucial foundation for a peaceful, prosperous, and sustainable world. As a security service provider, we are committed to advancing gender equality within our organisation and the broader community. Below we explore how Supreme Protection contributes to achieving Gender Equality.

Our Approach

1. Equal Opportunities

Action: We acknowledge the difficulties that the security industry faces, as the SIA reports that only 10% of SIA licence holders are women. Supreme Protection creates recruitment campaigns that encourage women to join security. We also ensure equal opportunities for all employees, regardless of gender, and promote a workplace culture that values diversity and inclusion. We continuously track the gender balance in our organisation and its leadership to check if our policy is working as intended.

Impact: By providing equal opportunities, we empower women to thrive in leadership roles, and all other aspects of our business. This is evidence by the fact that 25% of our staff are women, with 30% of our executive team also being women.

2. Pay Equity

Action: We conduct regular pay equity assessments to identify and address any gender-based pay gaps. Our commitment is to pay

employees fairly based on their skills, experience, and performance.

Impact: We plan to report our gender pay gap in Q3 of 2024. Closing the wage gap contributes directly to gender equality by ensuring that women receive equal compensation for equal work.

3. Training and Development

Action: Supreme Protection invests in training and professional development programs for all employees. We actively encourage women to participate in leadership development, and career advancement opportunities within security.

Impact: To date, we have trained over 45 women to work in security in the past few years. By empowering women through education and skill-building, we break down barriers and promote gender parity across all levels of our organisation.





4. Safe Work Environment

Action: We prioritise safety and well-being for all employees. This includes addressing workplace harassment, promoting work-life balance, and providing resources for mental health support.

Impact: To date, no legal claims have been made against Supreme Protection for gender discrimination or workplace harassment. A safe and supportive work environment enables women to thrive, contribute effectively, and achieve their full potential.



30% of our executive leadership are women



25% of our employees are women



Published gender pay gap by Q3 2024

5. Community Engagement

Action: Supreme Protection collaborates with local organisations and initiatives that promote gender equality. We actively participate in community events, workshops, and awareness campaigns.

Impact: By engaging with the community, we raise awareness about gender-related issues and advocate for positive change





Decent Work and Economic Growth

Introduction

At Supreme Protection, we recognise the critical role of decent work and economic growth in achieving sustainable development. Our goal is to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all, in line with the UN SDG. As a security service provider, we are committed to advancing these objectives within our organisation and the broader community. Below we explore how we contribute to achieving Decent Work and Economic Growth.

Our Approach

1. Employment Creation

Action: Supreme Protection actively creates employment opportunities. We hire and train skilled personnel to provide security services, contributing to local job markets.

Impact: We currently employ over 195 members of staff. By promoting employment, we enhance economic growth and empower individuals to support themselves and their families.

2. Fair Wages and Benefits

Action: We ensure fair wages and benefits for our employees. This includes competitive salaries, health insurance, and other essential perks.

Impact: We are Disability Confident, and a Real Living Wage Employer. Fair compensation fosters

employee satisfaction, productivity, and overall well-being, contributing to economic growth.

3. Skill Development

Action: At Supreme Protection, our employees receive ongoing training, including obtaining their SIA license and completing modules like Action Counters Terrorism (ACT), to enhance their expertise.

Impact: We have trained over 600 members of staff within the security industry. Skilled workers contribute to economic growth by improving productivity and innovation.



4. Social Dialogue

Action: We encourage open communication and collaboration among employees. Regular feedback sessions promote social dialogue. We conduct monthly employee 1-2-1 meetings.

Impact: Social dialogue fosters a positive work environment, enhances productivity, and contributes to economic growth.

5. Community Engagement

Action: Supreme Protection actively engages with local communities. We participate in job fairs, workshops, and vocational training programs.

Impact: We collaborate with organisations like JobnJob to attract job seekers, including long-term unemployed, disabled, or seeking new career paths.



Sustainable Cities and Communities

Introduction

At Supreme Protection, we actively contribute to sustainable development by enhancing safety, resilience, and inclusivity in cities and human settlements, aligned with UN SDG Goal 11. Our commitment extends to both our organization and the broader communities in which we work.

1. Public Transportation

Action: We promote staff use of public transport and local hiring to reduce congestion and environmental impact. Additionally, we safeguard UK public transportation hubs and provide shuttle bus services for large events, allowing hundreds of employees to commute without using their own vehicles

Impact: During the Birmingham Commonwealth Games in 2022, we were able to transport over 300 members of staff to deliver security services via a shuttle bus service. This provided reliable transport, while reducing emissions.

2. Green Spaces

Action: Supreme Protection encourages the creation of green and public spaces by securing public spaces. These areas benefit physical and mental health.

Impact: Accessible green spaces promote well-being, community interaction, and sustainable urban living.

3. Disaster Resilience

Action: As a security company, we prioritise disaster risk reduction and create site-specific business continuity procedures. Our contingency plans align with ISO9001, ISO45001, and BS14001 standards, ensuring service continuity in various scenarios.

- BS ISO 22301 security resilience business continuity management systems;
- BS 65000 organisational resilience and;
- BS 11200 crisis management.

Impact: By building resilience, we have been able to maintain our services to ensure minimal social, and economic losses during crises.

4. Environmental Impact Reduction

Action: We focus on air quality and waste management by recycling all work equipment including uniforms and electronics, and are currently phasing out all petrol engine vehicles (by 2030).

Impact: We are ISO 14001 Environmental Management System (EMS) accredited.

UN SDG:

11 SUSTAINABLE CITIES AND COMMUNITIES





Climate Action

Introduction

At Supreme Protection, we recognise the urgent need to combat climate change and its far-reaching impacts. We are committed to implementing decisive action to address this global challenge, to enable us to contribute to climate resilience and sustainability within our organisation and the broader community. Below we explore how Supreme Protection contributes to achieving Climate Action.

Our Approach

1. Mitigating Greenhouse Gas Emissions

Action: Supreme Protection actively reduces its carbon footprint by maintaining a fleet with 30% hybrid or electric vehicles. We are transitioning away from petrol engines by 2030. Our energy-efficient Security Manager App eliminates paper-based reporting, and we choose green energy for offices where possible. By Q4 2024, we plan to monitor Scope 1 & 2 emissions and seek a rating from the Carbon Disclosure Project (CDP) by year-end.

Impact: We have eliminated all paper based reporting and recycle all uniforms and equipment. We have also slashed our emissions from our patrolling activities by switch to electric vehicles. By minimising greenhouse gas emissions, we contribute to global efforts to limit temperature rise and combat climate change.

2. Resilience Planning

Action: We prioritise climate resilience in our business practices. This includes assessing vulnerabilities, developing adaptation strategies, and ensuring continuity during extreme weather events as part of our Business Continuity Planning.

Impact: We are able to maintain our services to protect our customers resilience helps protect our employees, clients, and assets from climate-related risks.





3. Sustainable Transportation

Action: Supreme Protection encourages sustainable transportation options. We use shuttle buses for large events, such as for the 2022 Birmingham Commonwealth Games, where we used these buses to transport over 300 staff. We also use electric vehicles, and efficient logistics to reduce emissions.

Impact: We plan to calculate our emissions by Q4 of 2024 to achieve a sustainability rating with the CDP. We believe our sustainable transportation contributes to a healthier environment.

4. Advocacy and Awareness

Action: We engage with our stakeholders to raise awareness about climate change. This includes creating an Action Plan for the UN Sustainable Development Goals to receive and approve.

Impact: By fostering understanding and action, we contribute to a more informed and engaged community.

5. Supporting Global Agreements

Action: Supreme Protection aligns with international agreements such as the Paris Agreement. We commit to limiting global temperature rise and striving for 1.5 degrees Celsius.

Impact: Our collective efforts contribute to a safer, more sustainable planet for future generations.





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