JANNET SECURITY SERVICES		Corporate and Social Responsibility Policy	
JSP - Jannet Security Practices Integrated Management System		Controlled Doc Number	JSP-050
		Version	1
		Effective From	02/02/2026
Approved By	Malik Sheraz - Managing Director	Review Date	01/02/2027

1. Purpose

The purpose of this Policy is to define how Jannet Security Services Ltd demonstrates its commitment to corporate and social responsibility (CSR). This Policy outlines the Company's responsibilities towards environmental sustainability, ethical business practices, community engagement, and employee well-being.

The Company is committed to being a responsible business by contributing positively to society while meeting the expectations of our stakeholders, including clients, employees, suppliers, and the wider community.

This Policy supports the Company's Integrated Management System (IMS) and aligns with ISO 9001, ISO 14001, ISO 45001, and SIA Approved Contractor Scheme (ACS) requirements.

2. Scope & Application

This Policy applies to all operations, employees, contractors, and stakeholders associated with Jannet Security Services Ltd. It governs our approach to:

- Ethical business practices
- Environmental sustainability
- Social impact and community engagement
- Employee well-being and diversity
- Supply chain responsibility

3. Roles & Responsibilities

Managing Director

- Provides strategic leadership and oversight for CSR initiatives
- Approves this Policy and ensures its alignment with Company values
- Reviews CSR performance during management review meetings

Operations Director

- Oversees the operational implementation of CSR practices
- Ensures CSR practices are incorporated into all service delivery and business operations
- Monitors the Company's social, ethical, and environmental impact
- Coordinates community engagement and charitable activities

Managers & Supervisors

- Ensure CSR principles are applied within their operational areas
- Monitor CSR-related activities and report progress to senior management
- Support the development and execution of community engagement programs
- Foster ethical business conduct and respect for diversity within teams

Employees & Operatives

- Adhere to ethical guidelines and demonstrate social responsibility in their daily work
- Participate in CSR activities, including volunteering, sustainability initiatives, and community outreach
- Support the Company's efforts to reduce environmental impact and improve social outcomes

4. How This Practice Operates

Corporate and social responsibility is embedded across all business operations through the following principles:

4.1 Ethical Business Practices

Transparency & Integrity:
The Company upholds high ethical standards in all business dealings. We maintain honesty, transparency, and integrity with clients, employees, suppliers, and stakeholders.

Anti-Corruption & Anti-Bribery:
We have a zero-tolerance policy towards bribery and corruption. Our practices align with the Bribery Act 2010, ensuring that all staff members comply with anti-bribery laws.

Fair Labour Practices:
We ensure fair and ethical treatment of all employees, contractors, and suppliers, with strict adherence to employment laws and human rights standards.

4.2 Environmental Sustainability

Reducing Environmental Impact:
We commit to minimizing our environmental impact by adopting energy-efficient practices, reducing waste, and promoting recycling across all operations.

Sustainable Procurement:
We source products and services responsibly, ensuring our suppliers align with our environmental and ethical standards.

Compliance with Environmental Legislation:
We comply with all relevant environmental laws and regulations, including ISO 14001 standards for environmental management.

4.3 Community Engagement

Charitable Activities:
The Company supports charitable initiatives and social causes, including donations, sponsorships, and employee volunteering programs.

Local Community Support:
We engage with local communities through partnerships, supporting educational initiatives, and contributing to local causes that align with our values.

Social Impact Measurement:
We monitor and report the outcomes of our community engagement activities, ensuring they have a positive impact on society.

4.4 Employee Well-Being and Diversity

Health & Safety:
We prioritize the health, safety, and well-being of all employees, providing safe working conditions and support for physical and mental health.

Diversity and Inclusion:
We are committed to promoting diversity, equity, and inclusion within the workplace, ensuring all employees are treated with respect and dignity regardless of background, race, gender, or other characteristics.

Career Development:
We support the professional development of our employees by offering training, mentorship, and career advancement opportunities.

4.5 Supply Chain Responsibility

Ethical Sourcing:
We ensure that our suppliers adhere to our ethical standards, including responsible labour practices and environmental sustainability.

Fair Trade:
Where possible, we engage with suppliers who promote fair trade and sustainable business practices, ensuring that ethical sourcing is a key factor in our procurement process.

5. Compliance & Standards

This Policy supports compliance with, where applicable:

- ISO 9001: Quality Management Systems
- ISO 14001: Environmental Management Systems
- ISO 45001: Occupational Health & Safety Management Systems
- SIA Approved Contractor Scheme (ACS)
- The Bribery Act 2010
- Modern Slavery Act 2015
- Environmental Protection Act 1990
- Equality Act 2010
- Health and Safety at Work Act 1974

6. Records & Evidence

The implementation of this Policy is evidenced through controlled records, including but not limited to:

- Community Engagement Records
- Employee Well-being Reports
- Environmental Sustainability Records
- Training & Development Records
- Procurement Records
- Supplier Audits

These records are maintained to ensure compliance with this Policy and to track the effectiveness of our CSR efforts.

7. Related Practices & Documents

This Policy should be read in conjunction with:

- JSP-002, Quality Management Practice
- JSP-003, Governance & Legal Compliance Practice
- JSP-026, Environmental Management Practice
- JSP-018, Health, Safety & Welfare Practice
- JSP-048, Supplier & Subcontractor Management Practice

8. Review & Continual Improvement

This Practice is reviewed at planned intervals or following changes in legislation, operational requirements, audit findings or identified concerns.

Opportunities for improvement are identified through feedback, management review and risk assessment, with actions tracked to completion.