

Clipfine Group is aware of its responsibility to the environment, our people and the community at large, Clipfine is committed to upholding its duties as a responsible corporate body and will take a pro-active and balanced approach to manage its business activities in an ethical and socially responsible manner. This policy, along with other company policies will be communicated via inductions, notices, and commercial correspondence and website posts to all employees, subcontractors, clients, and other stakeholders.

It is the policy of Clipfine to comply with relevant legal requirements, the requirements of applicable management systems and best industry practice. Clipfine is committed to identifying, managing, and improving its social, ethical, and environmental impacts and performance within the core positive impact areas of Environment; People; Governance; Community and Supply Chain.

To deliver its corporate social responsibility policy Clipfine is committed to the following objectives:

- Protect individuals, the assets of our clients, employees, and other stakeholders, including the public and the assets of our company.
- Engage proactively with the regulatory body of the Security Industry and its partners, in particular, the industry association, the BSIA and our chosen UKAS certification body, the NSI.
- Train and develop staff on all levels to encourage engagement with Clipfine's activities, target bullying, and harassment, and capitalise on diversity and inclusion.
- Continuously strive to exceed statutory requirements for health and safety to improve staff morale and ensure wellbeing.
- Support local community initiatives and encourage recruitment of local workers in all areas where Clipfine operates, engaging with community policing schemes such as local Community Safety Partnerships and the Association of Town Centre Managers "Purple Flag Scheme".
- Work against bribery and corruption within the company and its supply chain and invite 3rd party auditing to demonstrate that Clipfine's management systems are fully implemented and to demonstrate compliance with statutory obligations and internal requirements.
- Assist in the delivery of human rights through being committed to employees' freedom of association, work against discrimination, and ensure safe and healthy working conditions for all employees.
- Work towards meeting our environmental objectives as stated in Clipfine's environmental policy statement source materials, products, and consumables responsibly, with an emphasis on ethical procurement processes, supply chain impact analysis and supplier improvement programs.

This policy applies to all employees of Clipfine Limited.

Date: November 2020

Signed: 

T. MacCarron
Chairman

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