




MAN COMMERCIAL PROTECTION LIMITED

ISO 45001 incorporating BS7499, BS7858, BS7960 BS7984 & BS7958.	CORPORATE SOCIAL RESPONSIBILITY POLICY	Date	September 2023
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MAN Commercial recognises its corporate social responsibilities beyond their statutory obligations in helping to deliver economic, social and environmental benefits for all its stakeholders such as clients and employees as well as government and local government organisations.

The Company's corporate social responsibilities are as follows:

Client Relationships: The first responsibility for all business is its economic impact. For MAN Commercial this means focusing on building strong and long-term relationships with clients that are based upon a thorough knowledge and understanding of their security requirements. MAN Commercial's clients seek advice on a wide range of issues and they place considerable trust in the Company's ability to provide them with tailored advice that meets their business needs. This demands that MAN Commercial acts with a high degree of integrity towards their clients at all times.

Investing in People:

Teamwork: Teamwork, effective management of its people and personal development are some of the cornerstones of MAN Commercial's values, which are:

- To "Pull Together".
- To Show Passion.
- To be Unique.
- To Fulfil Employees' Potential.

The Company believes fundamentally that it cannot provide clients with a consistent and high-quality service without investing in the well-being and development of its staff and Officers.


Diversity: The management team at MAN Commercial work hard to consistently go above and beyond industry standards in creating a workplace that fosters fairness, diversity and respect. The objective is to enhance diversity within the company and create a supportive culture in which all employees regardless of ethnic origin, colour, religion, sex, sexual orientation, age, nationality or disability can develop their skills, advance their careers and maximize their potential. (Refer to Company Equal Opportunities Policy for more information and guidance).

Welfare and Career Development: Through the continual assessment of its policies and procedures, the Company aims to provide a genuinely caring attitude towards employee welfare and professional fulfilment. It is important to the development of the Company that they attract and retain the highest calibre of staff available and do so by offering clear paths to career progression, first-class training and benefits above the industry average.

Community Investment: MAN Commercial recognizes that there is an appropriate role for business in helping to tackle some of the issues affecting society through local community investment. The Company encourages its employees to volunteer or organize local fundraising initiatives which also creates valuable opportunities for personal development, teamwork and "giving something back". In addition, the Company works with and sponsors several charities (see further details at www.mancommercialprotection.co.uk).



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Anti-Slavery Policy and Values: As part of its culture of strong governance for good business, MAN Commercial operate to a set of core values which reflect its relationships with its principal stakeholders: customers, clients, suppliers, the company management team as well as Team Leaders and individual Security Officers. The company adopts a behavioural set of values for all its business relationships, reflecting the need to prevent the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015. MAN Commercial is committed to opposing modern slavery in all its forms and preventing it by whatever means it can. The company demands the same attitude of all who work for it and expect it of all its stakeholders (refer to Purchasing Policy). The company attitude to modern slavery is: zero tolerance. Further clarification is highlighted below:

- Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the “Act”). Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.
- MAN Commercial is committed to ensuring there is transparency in its own business and approach to tackling modern slavery throughout its supply chains, consistent with the disclosure obligations under the Modern Slavery Act 2015. The company expects the same high standards from its contractors, suppliers and other business partners, and is evolving and updating its contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. MAN Commercial expects its suppliers to hold their own suppliers to the same high standards.
- All Team Members within MAN Commercial (Management Team; staff; Supervisors; Team Leaders and Security Officers) have an obligation to familiarise themselves with the company procedures and values to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented. Adherence to this policy forms part of all Team Members’ obligations under their contract of employment.