



CORPORATE SOCIAL RESPONSIBILITY POLICY

Policy Statement

Constant have been in business for over 30 years. Our aims during that time have been to develop our business, achieving growth while minimising the impact we have on the environment and encouraging a positive effect on the community and our stakeholders.

Constant believes that its policy should provide long-term benefits to its employees, customers, partners and all other individuals and is fundamental to the continued success of the organisation.

Standards and Business Conduct

Constant are committed to ensuring our business is conducted in all respects to meet rigorous professional, legal and ethical standards.

Employees

Constant acknowledge that to maintain a positive work environment it is important to retain and recruit productive staff. Constant respect the values of all our employees, providing good conditions of work, providing equal opportunities through our **Equality and Diversity Policy**.

Constant are committed to improving employee satisfaction and that employee's wellbeing is important by working in line with relevant employee legislation.

Constant recognizes that employees require relevant training and continuous personal development in all our operational areas. We ensure this is achieved by operating in line with Constant's **Training Policy**.

Constant ensure that procedures are in place and implemented to provide a safe working environment, fit for the intended purpose, wherever the employee is working and ensure that health & safety issues are a priority in all our operational areas in line with Constant's **Health and Safety Policy**

Customers

Constant recognises that a positive relationship with customers drives a productive and efficient working environment and has lasting impacts on the business. Constant ensure that they are responsive to customer needs and provide a quality assured service that incorporates all relevant legal and statutory requirements as set out in the Constant's **Quality Policy**.

Suppliers and Partners

Constant drive to maintain high standards through our supply chain. Constant treat all suppliers fairly and all Purchasing undertaken is in line with our **Ethical Policy**

CSS 31.5.12



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Community

Constant recognises it plays an important role in community and commit to always make every effort to represent our company and the security industry creditably.

Constant support several local organisations such as The British Legion, and junior football and rugby teams and are committed to raising cash for local charities such as Bluebell Wood Children's Hospice, Sheffield Children's Hospital and national charities such as Cancer Research. We encourage employees, customers, suppliers, the local community, and local police to become involved.

Constant aim to use suppliers who reflect our aspirations and wherever possible use companies from the local community in areas where we operate.

Environmental impacts and sustainability.

Constant acknowledge the environmental impact of their work and seek to monitor environmental issues in line with our **Environmental Policy**.

Constant are committed to continual improvement and all results are monitored routinely at Management Review. This policy is reviewed annually as a minimum to ensure continued relevance.

Authorised by:

A handwritten signature in black ink, appearing to be "S. J. [unclear]".

Designation: Director.

Date: 4th January 2023

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