

## Corporate and Social Responsibility Policy

### **HACKLE SECURITY SERVICES LIMITED - COMPANY INTRODUCTION:**

Hackle Security was established on 1<sup>st</sup> March 2011 supplying Commercial & Industrial Static Guarding. Our projected turnover for 2024-2025 is £5.6 million and we currently have over 150 employees. With our dedicated and experienced support team based in Newbury we are hoping to build a solid reputation for client/employee satisfaction, client/employee retention and an excellent standard of work.

Our aims are to minimise the impact of our business on the environment, have a positive effect on society and the environment and seek to work with other organisations who embrace these objectives. We aim to use natural resources responsibly, work with community projects and encourage and educate our employees in these goals. We recognise that our Company has the potential to make a significant impact on its employees, clients, society, the environment, and this policy ensures that this impact is a positive one. The policy was born from the desire to formalise the good practice and attitudes already inherent in our staff and share them with our clients, suppliers, and the environment for the benefit of all.

This policy has three strands covering our duties: environmentally, socially and consideration of these commercially.

### **ENVIRONMENTALLY:**

We will comply with and where possible, exceed all current environmental legislation and meet all other requirements to which we subscribe. We are committed to a process of continual improvement, including the ongoing assessment and reduction in use of raw materials and production of pollution. As part of this we will ensure that all employees are trained and informed of our policy and their role in its fulfillment.

We will inform our clients and employees of our activities and where possible our suppliers and work with them to achieve the same aims. We will seek to work with other local organisations to share ideas and help develop our management systems. This policy will be managed within the framework our Quality Management System ISO 9001: 2015

### **SOCIALLY AND IN THE COMMUNITY:**

We will function as a responsible member of the local community and consider our impact on it, in particular with regard to our office location and employees' movements to and from the office and will seek to recruit new staff and work with new suppliers where the local community will benefit most strongly. We will provide staff with additional leave to enable them to take part in voluntary work with local and national organisations, where the opportunity provides a learning opportunity for the employee in addition to a benefit for the voluntary organisation.

### **COMMERCIALLY:**

We will make our policies clearly visible to our customers and suppliers and seek opportunities to work together and improve both our own methods and those of our partner organisations. Where practical we will apply a purchasing procedure that reviews the environmental and social approach of any potential supplier.



**Mark Mathurin**  
Managing Director