

Corporate Responsibility Policy

Date	Author	Summary of Changes
30/01/2024	NATPOT	Review. No changes other than terminology of employee
02/05/2024	ROXPAL	Table of changes added to policy.
27/09/2024	CARBOO	Logo Updated

Churches Fire Security Limited aims to establish and preserve a reputation for integrity and fair dealing in all matters. We believe that such a reputation is essential to the long-term wellbeing of our Company, its employees, customers, suppliers and the community in which it operates. There are seven key areas:

Environmental

At Churches Fire Security Limited we have adopted a green approach to business throughout our history, our current practices and our future policy. Every development or progressive step has had a positive environmental impact from the changing of how we rack our vans so they are lighter to conserve fuel, to intelligent lighting in the office to conserve power. The most radical and expensive change was to move to a completely paperless environment. We believe in minimising our carbon footprint, not just in words but in practice and building this also, where possible, through our supply and customer chains.

Finance

At Churches Fire Security Limited we conduct all transactions with fairness and honesty. We will not promise or commit to anything that we don't have the intention to fulfil or the resources to meet the promise. All transactions and financial reporting by Churches Fire Security Limited shall be carried out with due observance of relevant laws and regulations.

Employees

We periodically review employee policies applicable to our business in accordance with the principles of this social and ethical policy. Going further, we operate policies which enable sharing of ideas and knowledge to better our services to all our stakeholders. Diversity and equality are embraced as an integral part of the operation of the business. We have a strong belief that diversity brings new and fresh ideas and this is championed through all areas of the business.

Customers and Suppliers

Our ethical behaviour at Churches Fire Security Limited is dependent on the way in which individual employees conduct business with our customers and suppliers on our behalf.

Our staff are required to ensure that 'acting on behalf of the company' includes the overriding requirement to uphold the Company's reputation for observing the highest ethical standards in all matters, including the procurement of goods and services from reputable suppliers. We believe in partnerships with suppliers to ensure long standing relationships, ones which are valued and free speaking. We acknowledge that these partnerships bring benefits to both parties and ensure that any issues can be resolved quickly and effectively. Our partnership programme has allowed us to sustain long lasting, professional, relationships and we have watched our partners grow as we have.

Community

Here at Churches Fire Security Limited we aim to work with and support the local communities in which we operate in. Staff enjoy getting involved in projects and supporting causes close to their hearts, which the business are also happy to support. We choose not to offer funding to customer causes due to our Anti-bribery policy, we do however freely give our time in volunteer activities.

Management of Policy

Our policies are determined by our collective Management Team and shall be kept under review. The implementation of the policy is the responsibility of the collaborative teams and compliance is kept under review to ensure that the principles of our policy are reflected throughout the business.

Communications

Social and ethical issues and Churches Fire Security Limited's performance are matters of key interest to its stakeholders. We communicate openly about these matters and are happy to discuss this freely.



Charlie Haynes CEO
Date: 30/01/2024

