



1. Purpose

T3 Security Ltd is committed to operating in a **responsible, ethical, and sustainable manner**. Our CSR approach ensures that we manage risks effectively, maximise opportunities, and meet the expectations of employees, clients, communities, and regulators.

This policy supports compliance with:

- **Employment Rights Act 1996** (fair treatment and employee protections)
- **Equality Act 2010** (anti-discrimination and inclusion)
- **Health and Safety at Work etc. Act 1974**
- **Security Industry Authority (SIA) licensing and ACS standards**
- **Data Protection Act 2018 / UK GDPR**

2. Scope

This policy applies to:

- All employees, contractors, agency workers, and SIA-licensed security operatives
- All operations, premises, vehicles, and sites managed or controlled by T3 Security Ltd
- Suppliers, subcontractors, and business partners, as part of our supply chain compliance

3. CSR Principles

T3 Security Ltd defines CSR as:

- Conducting business in a **socially responsible and ethical manner**
- Protecting the **environment, health, and safety of all individuals**
- Supporting **human rights and fair labour practices**
- Engaging with, respecting, and supporting the **communities and cultures** where we operate

All employees, suppliers, and contractors are expected to integrate these principles into their daily work activities.

4. Governance and Accountability

- **Senior Management Team** is responsible for modelling CSR values in decision-making and ensuring organisational structures support CSR initiatives.
- CSR responsibilities are integrated into operational policies and procedures, including **SIA compliance, health & safety, and employee training**.

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- CSR performance will be monitored, audited, and reported to ensure compliance and continuous improvement.

5. Business Ethics and Transparency

T3 Security Ltd is committed to:

- Maintaining the highest standards of integrity and corporate governance
- Conducting business **honestly, transparently, and ethically**
- Protecting human, financial, physical, informational, social, environmental, and reputational assets
- Engaging suppliers, partners, and contractors to comply with CSR standards
- Measuring and tracking CSR initiatives to assess effectiveness

6. Environment, Health & Safety (EHS)

T3 Security Ltd will:

- Provide a **safe and healthy working environment** for employees, contractors, and the public
- Promote **zero-accident culture** and minimise environmental impacts
- Integrate pollution prevention, biodiversity, and resource conservation into operational decision-making
- Ensure **all staff** are accountable for safe, environmentally responsible practices
- Comply with all **relevant laws and regulations** regarding health, safety, and environmental standards

7. Stakeholder Relations

T3 Security Ltd is committed to:

- Maintaining a **workplace free from discrimination, intimidation, harassment, or unlawful conduct**
- Ensuring suppliers **treat workers fairly, maintain safe conditions, and operate responsibly**
- Prohibiting **human rights abuses, human trafficking, or modern slavery**, in line with our **Anti-Slavery and Human Trafficking Policy**
- Managing a **Supplier Management Procedure** to assess compliance and promote ethical practices

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8. Community Involvement

T3 Security Ltd encourages engagement with local communities by:

- Supporting **community initiatives** where employees live and work
- Offering **volunteering, sponsorship, and mentorship opportunities**
- Promoting social projects, such as **youth development, sports clubs, and educational programmes**
- Respecting **cultural values** and promoting inclusion in all community interactions

9. Employee Responsibilities

Employees and SIA-licensed operatives are expected to:

- Act in accordance with CSR principles in all duties
- Participate in training on ethical, environmental, and community practices
- Report any concerns related to unethical behaviour, discrimination, human rights violations, or environmental breaches in accordance with the **Whistleblowing Policy**
- Cooperate with CSR audits, monitoring, and reporting

10. Monitoring and Review

- CSR initiatives and compliance will be **reviewed annually** or whenever there are changes in legislation, SIA guidance, or operational practices
- Lessons learned and improvements will be communicated to all employees and incorporated into training and operational procedures

Director:

Peter Moore

Date:

08/12/2025

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