



CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

CREATED: SEP 2016

REVISION: JUL 2022

APPROVED BY THE BOARD: JUL 2022

This policy relates to the Westminster Group Plc and all subsidiaries:

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Westminster Group Plc is committed to delivering on our Vision and Mission Statements and conducting all aspects of our business activities in a socially responsible, ethical and professional manner in accordance with our Social Responsibility Statement.

MISSION STATEMENT

“Westminster believes all citizens of the world have the right to personal safety and security and to be free from the threats of crime and terrorism particularly when travelling. The Mission of Westminster Group Plc. is therefore to improve security and the quality of life for people throughout the world, regardless of race, colour or creed and will do so by the provision of advanced security solutions and long term managed services. Westminster will endeavour to achieve this goal by acting in a professional and responsible manner, treating our employees, customers, suppliers and partners with equal courtesy and respect at all times.”

VISION STATEMENT

“Our vision is to build a global business with strong brand recognition delivering advanced security solutions and long term managed services to high growth and emerging markets around the world, with a particular focus on long term recurring revenue business enhancing shareholder value.”

SOCIAL RESPONSIBILITY STATEMENT

We recognise ISO 26000 as a reference document that provides guidance for integration / implementation of social responsibility / socially responsible behaviour. In accordance with the principles of ISO 26000 we will endeavour to:

1. be accountable for our actions and activities;
2. be transparent about our activities and decisions that affect society, the economy and the environment;
3. operate in an ethical manner in all our business operations;
4. be mindful of and respect our stakeholder interests, both internal (employees and shareholders) and external (customers, suppliers, agents, business partners and advisors etc.);
5. respect the rule of law wherever we operate;
6. respect international norms of behaviour wherever we operate;
7. respect human rights in whatever we do and wherever we operate.

We recognise that Social Responsibility is a process that will develop and evolve with practice and time and one in which all our employees have a role to play.

SOCIAL RESPONSIBILITY - CORE SUBJECTS

Organisational Governance

Westminster recognises the importance of sound corporate governance throughout our organisation giving our shareholders and stakeholders including employees, suppliers and the wider community confidence in our business.

The Westminster Group has adopted and operates to the Quoted Companies Alliance (QCA) Corporate Governance Code 2018 and details of how the company applies the code and the measures to Company has put in place to ensure sound corporate governance may be found of the Company's website here <https://www.wsg-corporate.com/investor-relations/corporate-governance>

Human Rights

The Mission of Westminster Group is to improve security and the quality of life for people throughout the world, regardless of race, colour or creed and we are committed to respecting human rights in whatever we do and wherever we operate.

We will treat all people with courtesy and respect and we will not discriminate on the grounds of age, sex, ethnicity, colour, religion or disability.

We will not undertake activities that would cause human rights abuses and we will not knowingly benefit from any human rights abuses (by way of example, child labour etc.) from our suppliers or other third parties.

We have in place formal grievance and complaint policies and processes that can be used by employees and our stakeholders to raise issues and concerns which will be dealt with in a fair and formal process.

We will monitor our activities and vet our suppliers etc. to ensure compliance with our human rights policy above.

Labour Practices

Westminster is an equal rights employer, we will not discriminate, in our recruitment process, during employment or in the case of dismissal, on the grounds of age, sex, ethnicity, colour, religion or disability.

We will comply with all laws and regulations on the rights of unions and collective bargaining and social protection (medical coverage, disability & maternity leave etc.).

We do not use child or forced labour and will avoid contracting with suppliers or subcontractors who use unfair or abusive labour practices, including child labour.

We are concerned about the health & safety and well-being of our employees, stakeholders and the communities in which we operate. We have formal health and safety policies and procedures in place and conduct training as appropriate. We undertake medical first aid training to various members of staff in our operations around the world in order to be able to provide 'first aid'

assistance to our employees and stakeholders if required. We have appropriate medical cover and emergency evacuation cover in place for employees.

We are mindful that decisions we make in our business can have an impact on our employees, their families and the wider community and will consider such impacts when making key decisions.

The Environment

Westminster is mindful of its environmental obligations and is cognisant that its activities have an impact on the environment. We will endeavour to limit these impacts as far as possible and will conduct our operations accordingly.

We are committed to ensuring that our business is environmentally responsible and believe it is essential for us to achieve continuous improvements and support external initiatives. We promote environmental solutions including solar street lighting and oil leak detection.

We aim to conserve energy through the efficient use of natural resources and manufactured products such as paper. We will endeavour to prevent pollution from our own operations and operate environmentally friendly waste disposal and recyclable processes in line with ISO 14001 Environmental Management.

We will wherever possible practice green procurement and evaluate suppliers of goods and services on their environmental impacts.

We review our carbon impact from our travel and operations and consider carbon offset programmes where appropriate.

Fair Operating Practices

Westminster operates a 'fair trade' policy. We will not engage in underhand or illegal activities. We operate a strict anti-bribery and corruption policy and require all our agents and partners abide by this policy.

We will not engage in inappropriate political activities or seek inappropriate political influence.

We endeavour to treat our suppliers fairly, pay a fair price for the goods and services provided and will address any issues or concerns fairly and professionally.

Consumer Issues

Westminster will engage with its clients and potential clients in an honest and ethical manner promoting long term working 'partnerships'.

We will ensure our marketing material is fair, accurate and not misleading. Our business development activities will be conducted honestly and transparently.

The contractual arrangements we enter into will be responsible and fair.

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We will endeavour to provide what we have agreed and contractually committed to, including after care service. We will provide training and other appropriate support services in accordance with our obligations and good practice.

We are mindful of data protection and GDPR requirements and have appropriate policies and procedures in place to ensure compliance.

We have appropriate customer compliant policies and procedures in place to ensure any customer complaint is handled promptly and fairly.

Community Involvement and Development

Westminster primarily operates in international and emerging markets and community involvement and development in these markets is an important consideration and one we take very seriously.

We engage with and support the local communities in which we operate. This is not only morally right but good business practice fostering long lasting relationships and community engagement.

We create employment within the local communities wherever possible and provide training and skills transfer. We undertake local procurement wherever possible. We abide by local laws and fulfil our local taxation obligations.

We are mindful of the economic, social and environmental impacts of our regional operations and endeavour to limit adverse impact and maximise positive impact.

We endeavour to engage with the local communities beyond that directly related to the business including community support and social programmes. In this respect we also provide community support through our own registered charity, the Westminster Group Foundation - www.wg-foundation.org In addition to the local communities in which we operate the Foundation supports a number of other charities and organisations to help the global community.

SUPPORTING POLICIES

The following policies should also be referenced in support of this policy:

- 03. Environmental Policy
- 04. Anti Bribery & Corruption Policy
- 05. Anti-Slavery and Human Trafficking Policy
- 09. Money Laundering Policy
- 13. Equal Opportunities Policy
- 19. Grievance Procedure

Peter Fowler

Chief Executive Officer

Westminster Group Plc