

Approach to Ethical Standards

SecuriGroup upholds the business ethics established in the Bribery Act 2010. We always conduct our business corporately and ensure that individual senior officers of the company conduct all work under the six key principles set out as Adequate Procedures Guidance from the UK Government. Our commitment to these principles is finite and any senior officer or other person “purporting to act in such capacity” who breaches this policy will be held to commit gross misconduct in addition to any criminal procedure emanating from such a breach.

Senior officers, and other members of the company, will undertake due diligence and take all reasonably practicable steps to ensure that SecuriGroup does not undertake business arrangements with other companies or individuals who do not conform to these principles. This includes ‘Associated Persons’ i.e. anyone who ‘performs services for or on behalf of the company’. Senior officers, and other members, of the company are encouraged to report their suspicions that any member of the company that is not complying with these principles.

Ethical Gifts

A Corporate Gift Register has been set up in-house at giftregister@securigroup.co.uk for the use of senior officers of the company. Senior officers will register such gifts as they are accepted. Any gift offer which a senior officer thinks is excessive is to be reported to the CEO or MD as soon as practicable.

Senior Officers, and other members, of the company need to be alive to the risk to the company of a failure to comply with these principles and the risk to each individual of the company based on their own conduct. In addition, The Bribery Act 2010 is a standing item on the Agenda of Board Meetings of the company, who meet once a week to discuss operations, and once a month to discuss the overall strategy of the company.

Safe Working Conditions

SecuriGroup will establish and operate appropriate health and safety policies and procedures and ensure employees have the necessary training and health and safety equipment. We will always provide comfortable and hygienic working conditions with clean toilets and water suitable for drinking and washing. Where worker housing is required/provided, it will meet the same standards for health and safety as the workplace.

Employment is Freely Chosen

SecuriGroup will always allow employees the freedom to choose to work and will never force non-voluntary prison labour. We support this by allowing freedom of association with the right to join any independent trades union or other workers’ associations with the ability to carry out reasonable representative functions in the workplace.

Ethical Working Hours

All employees who work for SecuriGroup will receive working hours that comply with national and international laws as well as industry standards on employee working hours.

Minimum Wage

All wages and benefits paid for a standard working week are always met at a minimum, complying to national legal standards and industry benchmarks. Wages are always high enough to meet the basic needs of our personnel and, when necessary, the company will provide some discretionary income.

No Discrimination

All SecuriGroup personnel practice no discrimination in hiring, compensation, training, promotion, termination or retirement either directly or indirectly.

Disciplinary and Disputes Procedures

SecuriGroup will provide clear and accessible processes for resolving disputes with employees. Our senior management teams provide clear, easily understood disciplinary, grievance and appeal procedures that are lawful and appropriate. All disciplinary measures are recorded so suppliers should do not seek to deprive employees of their legal or contractual rights.

Eliminating Child Labour

SecuriGroup believe that children under the age of 16 should not have to work for a living. All children should have the opportunity to be in full-time education and not be compelled into work. Workers aged between 16 and 18 should not work at night or in hazardous conditions. Should a supplier employ minors, they should provide appropriate remediation, which should include support to attend education. The supplier should have a clear policy for dealing with workers who are minors.

Ethical Environment Standards

SecuriGroup seek to ensure that attention is given to environmental issues whilst purchasing products and services. Our clients should demonstrate environmental policies and management systems that ensure continuous improvement as below:

1. Documented policies regarding environmental management.
2. The ability to monitor and review environmental performance.
3. The degree to which operations are covered by recognised environmental management systems or the organisations intentions towards such accreditation.
4. The awareness of potential environmental risks inherent in their production, service or sourcing activities.

5. The implementation of mechanisms and processes in place to mitigate or minimise potential environmental risks.
6. The degree to which products and services have been designed with environmental considerations in mind.
7. Minimise the use of energy, water and raw materials where practical. Whilst maximising the use of recyclable and renewable materials including energy where possible.
8. Make practical efforts to minimise waste and dispose of it in a safe, efficient, and environmentally responsible manner.
9. Avoid contamination of the local environment and ensure that emissions, air, noise and odour pollution is, as a minimum, within nationally defined limits.

Signed: 

Date: 03/03/2021

Russel Kerr
Managing Director

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