

# Environmental, Social, Governance Policy

## Policy statement

Dardan Security understand the expectations of our commitment to be an honest, open and fair business working to ethical policies that consider the impact to the environment, our people, our customers and our business. ESG and Safety must be core to business strategy and performance. This policy will set out what Dardan are committed to achieve, and our commitments for 2024 and beyond.

- We are proud that we can call ourselves a Carbon Neutral company, calculating our CO2 emissions in 2019 and committing to a company who have created woodland and nature reserve in the UK to offset our carbon footprint.
- We are proud to be a Disability Confident employer and a member of the Armed Forces Covenant.
- We are proud to hold accreditations to the National Security Inspectorate Gold standard for ISO9001, ISO14001 and ISO45001.
- We are proud to be Dardan and believe our success will be from the confidence of our colleagues, customers, potential colleagues, charities and the wider Dardan Security community.

ESG creates a robust framework for a business to deliver its company's objectives to its customers and people. Our aim is to deliver our identified ESG commitments.

Dardan Security's main business is people, resourcing and managing these personnel to deliver our services to our clients using smart technology and clear defined operational procedures. We are committed to quality, reliability and integrity and take pride in all that we do, aiming to exceed the expectations and needs of our clients. To achieve this, we have a clear vision and mission statement:

### Vision

To be a trusted partner for security solutions through intelligence, innovation, and influence

### Mission Statement

Be ethical, be authentic, be agile and be smart. We do our best and then do a little more, every time.

We understand the need to focus on our 4 key pillars to meet our ESG commitments.

- **People** – Provide an all-inclusive, supportive company that encourages engagement, commitment and development in line with our shared values.
- **Partners** – Work with like-minded suppliers, service partners and customers who share our core vision and commitments. Provide influence for change.
- **Environment** – Maintain our pathway of Carbon Neutral to Carbon Negative through innovation, efficiency and understanding.
- **Compliance** – Monitoring, evaluating and reporting to create an ethos of continual improvement



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## Our Commitments

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Our approach is to ensure that, as reasonably practicable, our business operations will be conducted in a manner that

- Protects, preserves, and enhances our environment.
- Respects and ensure fair treatment of individuals and communities who may be impacted by our business activities.
- Govern our business lawfully with strong business ethics and integrity.

We will comply with all relevant ESG regulations. Where practicable and relevant, we endeavour also to operate to even higher levels of ESG-conscientious performance. We will continuously strive to improve our ESG impacts and to integrate recognised best practices into our everyday operations.

We will review and update this Policy regularly, as ESG standards and laws evolve, and as our business operations evolve too. Our Board of Directors endorses this Policy and is fully in support of its implementation.

### Environmental

- Continue to reduce our impact on the planet and its resources
- To provide knowledge and understanding to our staff through clear communication and training
- Work in partnership with our supply chains to influence 'change for good'
- Offset our Carbon Emissions and continue to focus on our aim to be Carbon Negative
- Use the nine identified UN Sustainable Delivery Goals (SDG) for guidance to our ESG strategy
- Deliver environmental positive actions to our clients, helping them to meet their environmental objectives
- Report on our environmental performance

### Social

- Support staff mental health and wellbeing
- Provide development opportunities for staff through training, continual personal development and staff career pathway
- Regularly review and update our people related ESG policies, such as, Health & Wellbeing, Modern Slavery, Whistleblowing policy, disciplinary & grievance policy, anti-bullying and harassment.
- Incorporate Environmental and Sustainable objectives and Health and Safety commitments into Dardans ESG strategy
- Continue the support of our CSR through chosen charities, local community support and sporting initiatives

At Dardan, we are committed to building a workforce of talented and intuitive professionals. We do this through attracting a diverse group of people and encourage an inclusive environment for us and our clients.

We hire the best people and have a culture that is constantly evolving where everybody is celebrated and respected. We recognise the strength in growing a workforce that encourages different ideas in line with our shared values.

### Governance

- Maintain compliance to ISO9001, ISO14001 and ISO45001 and work to ISO22301, ISO27001, ISO26000 and ISO50001
- ESG strategy will be adopted and promoted from the top down by the executive management team
- Audit and management review on ESG strategy and commitments completed by ESG and Compliance Manager
- Incorporate ESG into our operational delivery and risk management models

Monitoring and reporting of Dardan's ESG performance will be completed by the ESG and Compliance Manager, reporting to the Directors and Senior Management Team.

The contents of this ESG Policy shall be communicated to all personnel through the Employee extranet and the understanding of the policy verified during site visits.

Signed:



Mark Duffy – Chairman

8<sup>th</sup> January 2024