

Responsibility Strategy

Vigilant Security



VIGILANT

PRIVATE SECURITY WITH MILITARY PRECISION

Our Commitment

We recognise that our activities impact both directly and indirectly on a variety of environmental, social and economic outcomes. As a result, we are committed to continuing to measure and improve our performance using the guiding principles set out in this strategy. We aim to be recognised as one of the leading organisations within the security industry in terms of responsible business.

The overall aim of our strategy is to:

'Ensure our business demonstrates high standards of integrity, transparency and safety whilst ensuring our services are delivered and operated responsibly.'

This document is approved on behalf of Vigilant Security.

A handwritten signature in black ink, appearing to read 'Paul Williamson', with a horizontal line underneath.

Paul Williamson
Managing Director
Vigilant Security

July 2024



Our Business Model

Our Business Model

We believe a responsible approach is fundamental to our business needs and activities, which in turn supports our six business objectives:

- Become Net Zero by 2030
- To maintain the highest standard of financial management
- To maintain our staff retention above 85% through training, development and high standards of employee welfare
- To build long lasting partnerships with all clients and maximise commercial return
- Increase our female staff percentage from 14% to 30% by 2030
- Ensure we uphold the highest standards of Equality, Diversity and Inclusion

Guiding Principles

To help us deliver this strategy we use the following principles.

Clear Business Strategy

A clear business strategy is an important element to deliver long term value to all of our clients. We will continue to promote our values and build and maintain long term relationships.

Bench Marking Performance for Continuous improvement

We continually monitor our performance through best practice, quality and compliance audits, accreditation, and close monitoring of our industry peers. This allows us to identify any shortfalls, monitor effective performance and create opportunities for future improvement.

Net Zero Carbon

Our strategy has been designed to achieve Net Zero by 2030. We publish updates on social media and our website on a regular basis so our clients and stakeholders can visibly see our progress.

Social Value and Wealth

A fundamental trait of responsible business is the creation of improved social value and prosperity for both business and our communities. We will continue to use a responsible approach to sustain our growth and this will have benefits not only to the company but to the local economy and the environment. To continue growing a strong business, we must recognise our key stakeholders, these are:

- Clients and their Occupiers
- Employees
- Suppliers
- Local Communities
- Central and Local Government

Legislation and Procedures

We hold internal weekly meetings to continually review government legislation and implement anything new into our policies and procedures. As a company we want to remain at the forefront of legislation and ensure we continually evolve and maintain best practice.



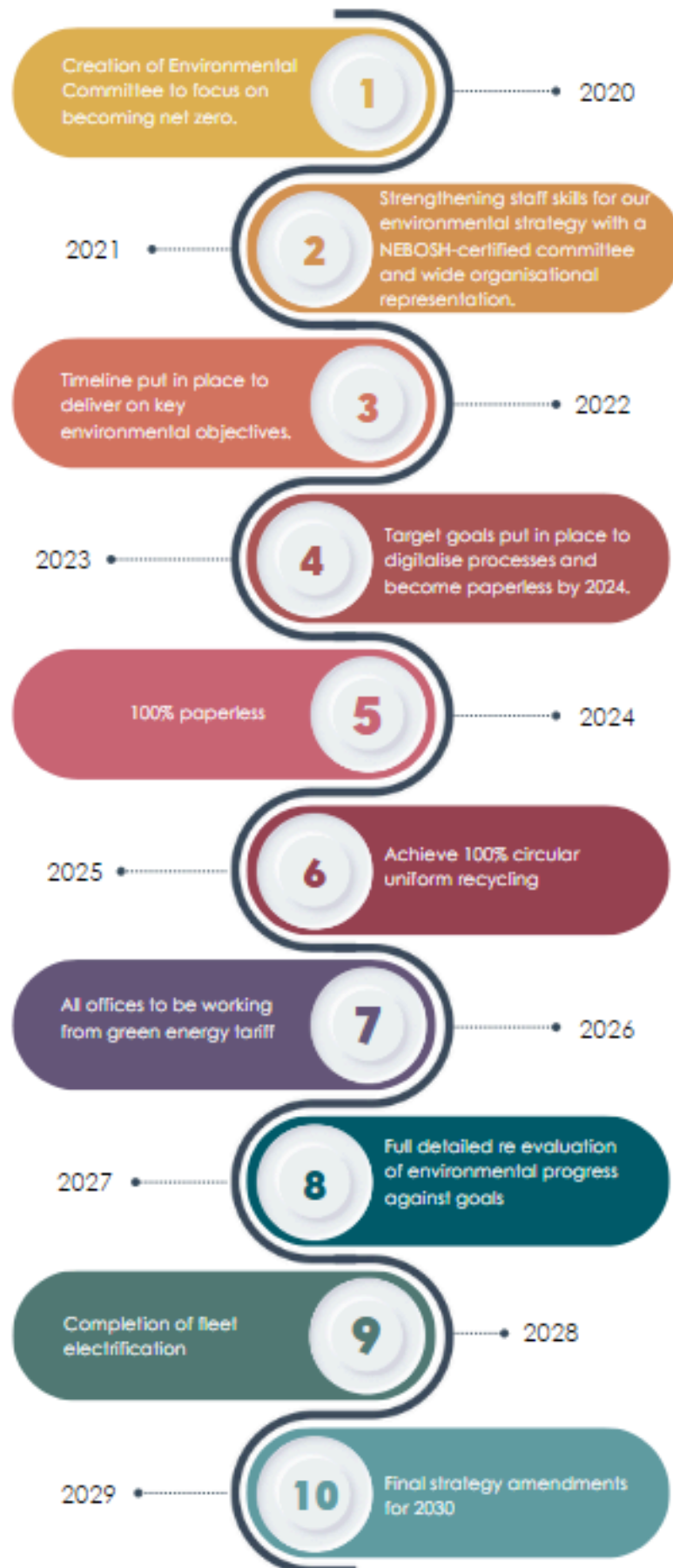
Our Priorities

Key Priorities

In order to achieve this strategy, we have identified our eight long term priorities. These are used to measure our performance, monitor progress and ultimately determine overall success.

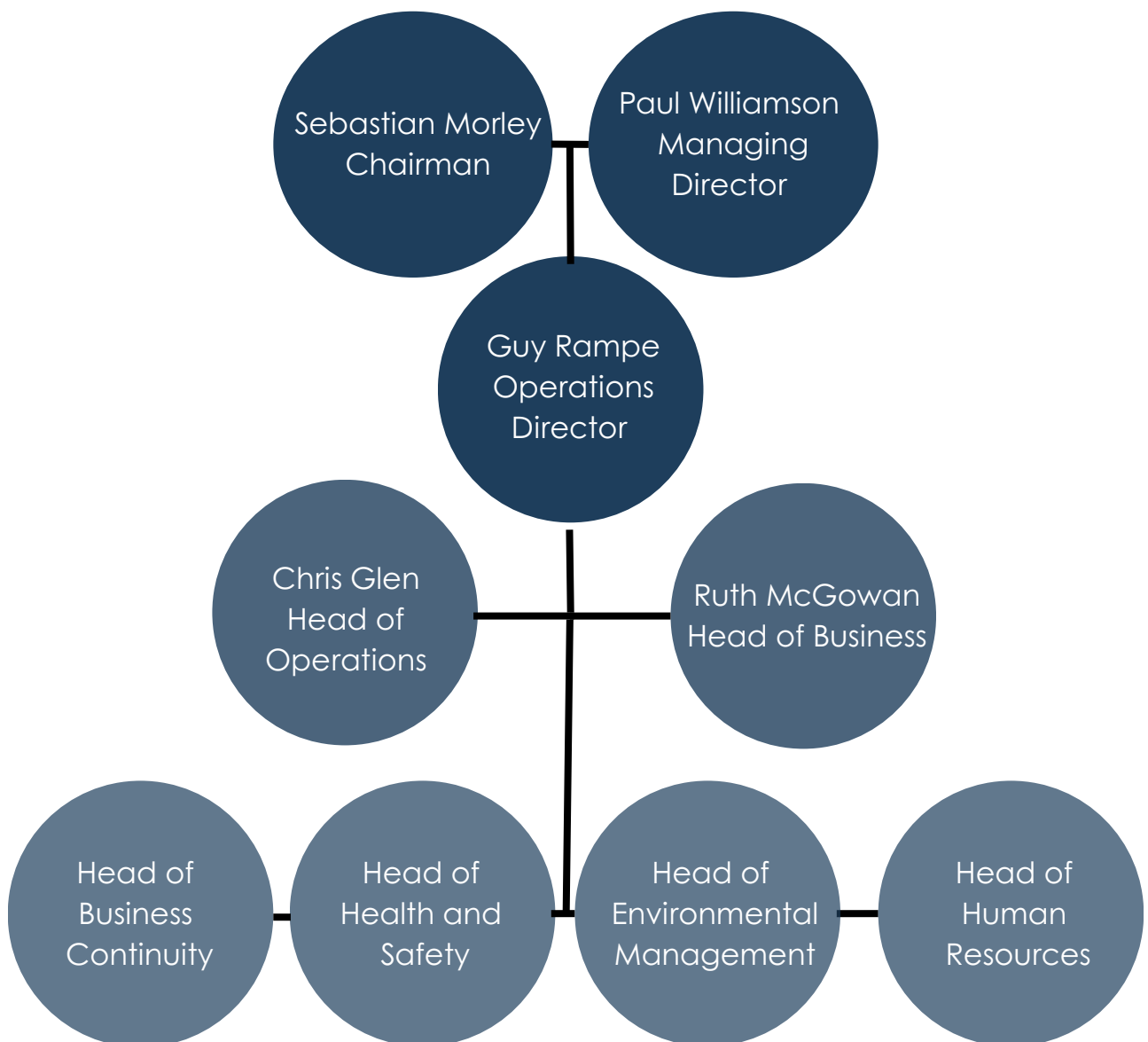
- Delivering a high standard of service to our clients
- Staff wellbeing
- Retaining and developing our employees
- Health and Safety and welfare of our employees
- Continued business growth and strong financial performance year on year
- Continuous improvement and innovation of service offerings
- Creating value in the community
- Sustainability

Our Net Zero Timeline



Management

To ensure the effective implementation of our policy and strategy there is a clear management hierarchy and accountability pathway for our responsibility agenda within our business.





VIGILANT

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