

Policy for Corporate and social responsibility

Uniqwin UK Ltd “The Company” believe that doing business in a responsible and sustainable manner demonstrates a commitment to social responsibility. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities.

The company demonstrates a commitment to Corporate Social Responsibility by embedding responsible, social, and economic needs into the decision-making process and operations. A policy has been developed that impacts and enhances all areas of our business and stakeholders, namely people, customers, environment suppliers, health & safety, and the community.

Corporate Social Responsibility describes the business behaviours that not only meet commercial objectives and legal obligations, it is how the company operates.

The following sections provide a brief synopsis of how the company are working to deliver a robust Corporate Social Responsibility policy.

Employees

We are committed to the well-being and continual development of its employees, whether this be in the form of welfare visits to training and development. Training the workforce, ensuring people are appreciated, valued, and given regular feedback is required to ensure each person has a clear understanding of their role and how they contribute to the business.

Employees are recognised and rewarded based on performance, effort, contribution, and achievements.

Employees should act with integrity towards one another and exercise a high standard of business practice.

Diversity, fairness, and equal opportunities are all supported, the company aim to further involve and consult regularly with employees as to the direction of the business, where appropriate.

Environment

We manage both the direct and indirect environmental impacts arising from its operations. Environmentally sustainable operating systems are implemented wherever reasonably practicable, to manage the company’s direct impact on our base environment and that of the wider community.

The introduction of a ‘AWARE’ initiative has encouraged stakeholders within the company to adopt an approach to business that openly seeks to source, adopt, and promote environmentally aware products and services. A better use of resources is reducing our carbon footprint through smarter working initiatives.

Initiatives adopted to reduce impact on our environment include the following.

- recycled stationary
- shared printer use
- recycling paper & card, sending eCards instead of paper cards

- reducing plastic use and encouraging recycling
- introduction of the 'Paper Free Drive', a movement towards a paper free working environment encompassing paperless meetings
- promotion of the use of public transport
- cycle to work scheme for local staff
- the adoption of low emission (CO2) company vehicles and monitoring vehicles using vehicle tracking to reduce fuel costs by analyse of journeys.
- Reducing electricity use with sensor movement lighting
- encouraging economical use of water with measured water use.

Health & Safety

Uniqwin UK Ltd aim to achieve and maintain high standards of health & safety, whilst providing a safe and healthy working environment for all activities. The company has a specific and relevant health & safety policy which is regularly reviewed and updated.

Recent and ongoing initiatives include.

- introduction of electronic software to monitor employees, training, and qualifications
- vehicle tracking to ensure driver and public safety
- a dedicated 24/7 control room designed to safeguard the interests of all employees deployed in lone working situations.

Charity

Charitable work has always been an important part of the company's commitment to the local and wider community, it is something we are passionate about. Operating in a working environment of equality and common good that provide a worthwhile service to disadvantaged segments of the community. The company is actively involved in charities such as Night stop Communities North West, Lets Go Stroke, Children in Need, Rotary International and Breast Cancer Awareness.

Business Ethics (ACS)

Uniqwin operate in an ethical manner from the way we source goods and services, to how we conduct ourselves whilst looking after entire client portfolios.

As an organisation, we have from the start aim to enhance the reputation of the security industry. We are totally in support of the Private Security Industry Act, and we are totally enthusiastic embrace the SIA Approved Contractor Scheme (ACS).

You may not get it right 100% of the time, but you learn quickly from any mistakes and develop the service provided to ensure that client satisfaction remains at the forefront. As part of this commitment to getting it right annually achieving ACS accreditation and maintaining the standards. We are fully committed to enhancing the image of the security industry by safeguarding employee rights, protecting the environment and by giving something back to the community.

Uniqwin is an ACS approved company, the ACS accreditation promotes quality within the service industry. Therefore, the accreditation provides peace of mind in the knowledge that the company you have chosen to look after all our customers security requirements as an industry leader.