

Business Ethics Policy

1. Introduction

It is Patrolsec's goal to maintain the highest standards of ethics, professionalism, and business conduct while ensuring strict compliance with the law at all times. Patrolsec will not tolerate any behaviour or practice that compromises the company's integrity or honesty. All decisions will be fair and based on transparent processes.

2. Compliance

Patrolsec aims to maintain high ethical standards in its business activities. Practices incompatible with Patrolsec's principles and policies will not be tolerated. Strict adherence to these principles and policies is a condition of employment. The Managing Director is responsible for ensuring compliance with this policy.

3. Independence and Objectivity

Patrolsec is committed to being fair, transparent, and impartial in all dealings. Staff members must act in an unbiased manner and avoid any influence that may compromise their impartiality. Staff may not accept any form of payment or material benefit from third parties for services performed on behalf of Patrolsec. All staff must declare any financial or personal interest in another company that is either a supplier to or a competitor of Patrolsec.

4. Unethical Behaviour and 'Whistle-Blowing'

Patrolsec encourages a working environment that allows team members to express concerns about unethical behaviour without fear of reprisal. The Managing Director is responsible for investigating reports of breaches of these principles and policies and taking appropriate disciplinary action.

5. Employment Policies

Patrolsec is committed to equal opportunities in employment and strives to create a culture where every team member is treated fairly without fear of harassment or victimization. The company communicates its strategy and objectives to employees, ensuring they are informed about progress. Equal opportunities are promoted in employment, and harassment is not tolerated.

6. Balancing Transparency with Confidentiality

Patrolsec strives for transparency in its operations, except where constrained by issues of confidentiality. The company complies with the Data Protection Act, and staff are trained accordingly.

7. Protecting Business Assets

Staff are required to avoid waste and extravagance and are encouraged to identify improvements to systems and procedures for optimal effectiveness and efficiency. All employees must follow agreed procurement procedures when commissioning third-party services. The company's assets and funds may only be used for legitimate business purposes.

8. Suppliers, Advisors, and Agents

Patrolsec aims to develop relationships with suppliers, advisors, and agents based on mutual trust and shared values. All staff will conduct business with them professionally and ensure timely payments. The company engages with business partners on matters related to Corporate Responsibility whenever possible.

9. Competitors

Patrolsec competes lawfully and avoids damaging the reputation of competitors. It refrains from discussing proprietary or confidential information with competitors and does not acquire information through unlawful means.

10. Governance and Financial Matters

Patrolsec complies with all applicable laws, rules, and government regulations. It maintains accurate business records and financial statements, following best practices. The company meets its contractual commitments and builds relationships with suppliers, agents, and contracted service providers based on mutual trust.

This Business Ethics Policy outlines Patrolsec's commitment to ethical conduct and compliance with the highest standards of integrity in its business operations. It applies to all employees and should be followed diligently.

The Managing Director shall review this policy annually or following significant changes.

M. Naeem

Patrolsec Ltd.



Review date: 12/10/23