

CORPORATE & SOCIAL RESPONSIBILITY POLICY

Operating in a responsible and sustainable manner is of paramount importance to Patrolsec Ltd. While we conduct our business activities in alignment with the expectations of our diverse stakeholders, we also consider corporate responsibility as a discipline that aids us in managing risks and seizing opportunities in a dynamic global environment. We take our corporate responsibility seriously as an employer, provider, investor, and consumer. We are steadfast in our commitment to comprehending, monitoring, and managing our social, environmental, and economic impact to contribute to society's overarching objective of sustainable development. These responsibilities are demonstrated through our actions and embedded within our corporate policies.

Our CSR activities are concentrated in the following key impact areas:

Workplace: Our ability to deliver world-class services relies on a talented, engaged workforce across the regions we operate in. To this end, we are dedicated to making Patrolsec Ltd a place where people feel supported, can develop their skills, and have a clear understanding of our business objectives. We ensure that our entire business adheres to stringent professional, ethical, and legal standards. Additionally, we:

- Enforce an equal opportunities policy for all current and prospective employees.
- Offer our employees clear and fair terms of employment and provide resources to facilitate their continuous development.
- Maintain a clear and equitable employee remuneration policy and establish forums for employee consultation and engagement.

Health & Safety: We commit to providing and maintaining a clean, healthy, and safe working environment. Ensuring that our employees feel secure in their workplace is not just a legal obligation but a fundamental factor in fostering their engagement with the company. Through management intervention, awareness campaigns, and a culture that encourages employees to raise concerns about workplace safety, we aim to reduce the frequency of accidents. Our Health & Safety department promotes collaboration between all managers and employees to integrate health and safety management into our overall management and business processes, supported by our Health & Safety Policy.

Marketplace: Our core business objective is to deliver value to our customers. Every aspect of our operations is geared toward providing world-class services and products, ensuring the best possible customer experience. We are driven by a passion for excellence and take pride in our ability to solve our customers' problems, focusing on delivering innovative solutions in a timely manner. Our commitment to



true customer satisfaction is based on understanding our clients' needs and forging strong partnerships.

Environment: We acknowledge the significance of understanding the environmental impact of our activities and are actively developing an environmental program to demonstrate and benchmark our commitment. This program addresses pollution control, energy and water efficiency, and waste reduction, all subject to ongoing evaluation. Additionally, the program aims to decrease our global carbon footprint by monitoring and annually reporting carbon emissions.

Community: We are devoted to making a sustainable, positive impact on the communities where we operate. Our objective is to contribute significantly to social development and equity through the establishment of effective partnerships and programs that leverage the energies and skills of our employees. We support our employees in fundraising for charities and voluntary work, recognizing the benefits to both the community and the employees themselves. We regularly select relevant charities and sponsorships from within the communities we engage with.

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

M. Naeem

Patrolsec Ltd.

Review date: 12/10/23