

Reference	POL 04
Version	2.0
Issue Date	01/01/24
Approved	Director

VIRPIO LTD T/A VIRPIO SECURITY

Corporate and Social Responsibility Policy

At Virpio Ltd T/A Virpio Security we are dedicated to safeguarding not only the premises and assets of our clients but also the well-being and security of the public. As a provider of security services, we recognise the importance of upholding the highest standards of corporate and social responsibility, particularly in ensuring the safety and protection of the communities we serve.

This Corporate and Social Responsibility (CSR) Policy outlines our dedication to ethical practices, community engagement, and sustainable initiatives.

1. Ethical Business Practices:

We are committed to conducting our business with the highest ethical standards. Our employees are expected to uphold integrity, honesty, and transparency in all dealings, both within the company and with external stakeholders.

2. Environmental Sustainability:

We strive to minimise our environmental impact by adopting sustainable practices. This includes reducing waste, conserving energy, and responsibly managing resources. We are committed to continually exploring and implementing eco-friendly alternatives in our operations.

3. Local Recruiting and Community Engagement:

We prioritise local recruiting initiatives to hire security personnel from the communities we serve, fostering a sense of belonging and cultural understanding while also providing employment opportunities and economic empowerment.

4. Employee Well-Being:

Our employees are vital to our success, and their well-being is a priority. We are committed to providing a safe and inclusive working environment, promoting work-life balance, and investing in professional development opportunities.

5. Diversity and Inclusion:

We value diversity and strive to create an inclusive workplace that celebrates differences. Discrimination and harassment will not be tolerated, and we are committed to fostering an environment where everyone feels respected and valued.

6. Proactive Risk Assessment and Mitigation:

We conduct comprehensive risk assessments of client premises and surrounding areas to identify potential security threats and hazards that may pose risks to the public. We implement proactive measures and security protocols to mitigate identified risks and ensure the safety of both our clients and the public.

7. Responsible Sourcing:

We are dedicated to sourcing our products and materials responsibly. We aim to collaborate with suppliers who share our commitment to ethical, social, and environmental standards.

8. Labour Practices and Human Rights:

We are committed to upholding fair labour practices and respecting human rights throughout our operations and supply chain. This includes ensuring fair wages, providing safe working conditions, and prohibiting any form of forced or child labour. We expect our suppliers to adhere to these same principles.

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9. Community Support and Philanthropy:

We believe in giving back to the community that supports us. We actively seek opportunities for philanthropy and community support initiatives, focusing on areas such as education, health, and social welfare.

10. Transparency and Accountability:

We are committed to maintaining transparency in our CSR efforts. Regular reporting and communication will be provided to stakeholders to update them on our progress and initiatives. We also welcome feedback from our community, clients, and employees.

11. Continuous Improvement:

We acknowledge that our CSR journey is ongoing, and we are dedicated to continuously improving our practices. Regular reviews and assessments will be conducted to identify areas for enhancement and ensure the effectiveness of our CSR initiatives.

By adhering to these principles, Virpio Ltd T/A Virpio Security aims to contribute positively to our community and environment while maintaining a sustainable and socially responsible business model. We encourage our stakeholders to join us on this journey toward a better and more responsible future.



Director
January 2024