



KINGS

SECURE TOMORROW



Innovating Technology, Sustaining the Planet



Embedding **Environmental, Social and Governance** Principles into our Core Operations

Kings Secure Technologies (KST) is unwavering in its dedication to embedding Environmental, Social and Governance (ESG) principles into every facet of our operations.

We understand that our commitment to environmental sustainability, social responsibility, and ethical governance is not just a moral obligation but a business imperative that positively impacts our community and the planet. Our ESG initiatives are unified under the **Kings Secure Tomorrow** programme, a testament to our efforts and a celebration of our achievements. This programme aligns with our core values and the United Nations Sustainable Development Goals (SDGs), ensuring our contributions are integral to our daily culture while supporting global efforts to build a better future.



Integrity, Quality, Innovation, Collaboration and Client Focus guide our decisions and actions. We operate with **honesty, transparency and accountability**, adhering to the highest ethical standards while complying with all laws and regulations. Our commitment to delivering high-quality products and services drives us to continuously improve our processes and systems, invest in our people and technology and embrace change. We foster **a culture of creativity and curiosity**, leveraging our expertise to create innovative and tailored solutions for our clients.

We value diversity and inclusion, communicate openly and effectively, and build strong relationships based on trust and mutual benefit. Our clients remain at the heart of everything we do, and we strive to provide exceptional customer service and satisfaction.



Integrity

We act with honesty, transparency and accountability in all our interactions with our clients, partners, suppliers and colleagues. We uphold the highest ethical standards and comply with all laws and regulations. We respect the confidentiality and privacy of our clients and their data. We do not tolerate any form of corruption, fraud or misconduct.



Quality

We strive to provide the best quality products and services to our clients. We adhere to the industry best practices and standards and continuously improve our processes and systems. We measure our performance and seek feedback from our clients and stakeholders. We invest in our people and technology to enhance our capabilities and deliver value.



Innovation

We embrace change and challenge the status quo. We foster a culture of creativity and curiosity, where we encourage new ideas and solutions. We leverage our expertise and experience to create innovative and bespoke security, fire and life safety solutions for our clients. We seek to anticipate and respond to the evolving needs and expectations of our clients and the market.



Collaboration

We work as one team, with one vision and one goal. We value the diversity and inclusion of our people and respect their opinions and perspectives. We communicate openly and effectively and support each other. We build strong and lasting relationships with our clients, partners and suppliers, based on trust and mutual benefit.



Client Focus

We put our clients at the heart of everything we do. We listen to their needs and expectations and deliver solutions that meet or exceed them. We aim to provide exceptional customer service and satisfaction. We seek to understand and anticipate the challenges and opportunities that our clients face and offer them the best solutions.





One of the cornerstones of our commitment is our target to become Carbon Neutral by 2040, aligned with **SDG 13: Climate Action**. We recognise the urgent need to address climate change and are taking decisive steps to minimise our carbon footprint.



2024
Zero Carbon Energy Suppliers



2024
Supply Chain Analysis



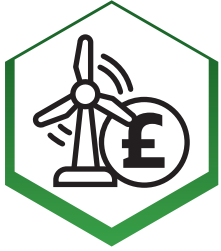
2025
Employee Commute and Travel Analysis



2040
100% Electric Vehicle Fleet

Our journey towards carbon neutrality is underscored by our efforts to move all our electricity supply to zero-carbon providers in 2024. Additionally, we have set a goal to transition our fleet to 100% electric vehicles by 2040. In 2025, we will conduct a thorough analysis of our employees' commute and business travel to identify further opportunities for reducing emissions. Furthermore, we are committed to conducting an analysis of our supply chain and offering support on their Scopes 1 and 2 emissions to aid in our Scope 3 emissions reduction. Our Environmental Team meets quarterly to ensure we remain accountable and on track to meet these ambitious goals.

Our Key **SDGs**



Affordable & Clean Energy



Industry Innovation & Infrastructure



Responsible Consumption and Production

In our pursuit of environmental sustainability, we focus on three key SDGs: **Affordable and Clean Energy, Industry Innovation and Infrastructure, and Responsible Consumption and Production.** Our efforts have been recognised through the ISO14001 certification for our environmental management system, a benchmark of our commitment to continual improvement in environmental performance. By upgrading our equipment and lighting, we have achieved a 14% reduction in electricity consumption. Our QuidvisRisk reporting platform saves an estimated 500 tons of CO2 annually, showcasing our commitment to leveraging technology for environmental benefit. Moreover, our Compliance Team conducts weekly checks in all buildings to ensure water efficiency and quality, and we are proud to recycle 95% of our Head Office waste.

Social responsibility, another pillar of our ESG strategy, holds our efforts focused on four key SDGs: **Good Health and Wellbeing, Quality Education, Gender Equality, and Decent Work and Economic Growth.** We believe in supporting our colleagues through comprehensive rewards and benefits, including financial wellness tools, flexible working arrangements, and healthcare plans. Across the KST group, 28% of our colleagues use Wagestream to manage their financial wellbeing. Our commitment to engaging with the community is evidenced by our donations of £1,400 in 2024 to charities such as Macmillan Cancer Support, Yorkshire Cancer Research, Cancer Research UK, Whizz-Kids, Young Women's Trust, and The Daniel Fox Foundation. Additionally, we donated and fitted a new security system for CATCH, a community space in Harehills, Leeds, saving the charity over £5,000 in costs and maintenance. To further engage our communities, we are developing a calendar of events to promote more fundraising and volunteering across the business.



Championing social mobility is integral to our social responsibility. In 2024, our apprenticeship scheme trained young people in the fire, security and life safety systems sector. We support ex-military personnel transitioning from the armed forces with mentorship and training, and we run an annual Women in Security campaign to showcase the remarkable women in our business. We are committed to supporting colleagues; every year we assign seven colleagues a board-level mentor for 12 months. We are also implementing a process to recruit and integrate more ethnic minority businesses into our supplier chain.



Our commitment to ESG is also reflected in our health and safety practices. We have reviewed, enhanced and updated our Health & Safety and Environmental Policies, which are now automatically communicated from our Compliance Document Store and also made available to internal and external stakeholders on our website. We have added further guidance to our Risk Assessment and Method Statements, tailoring these to reflect the integrated services we offer. While there has been no recent new legislation to report that has had an effect on our operations, we have enhanced our Accident, Near Miss and RIDDOR reporting processes to underpin our safety commitments to all. In addition to this we have launched an internal Near Miss Reporting portal utilising QR codes to enable quick and easy reporting. In 2024, we released mandatory H&S training to all employees via our online E-Learning Platform. This will now form part of our commitment to annual refresher safety training.

In 2024 we also reviewed our personal protective equipment (PPE) and supplied all our teams with additional PPE, including the introduction of bump caps for those working in enclosed spaces on sites. These are just some of the changes we have made when assessing our safety practices and Near Miss Reports.

In our environmental update, we are pleased to announce that all KST electricity supplies have moved to zero-carbon tariffs in 2024, significantly reducing our CO2 output. In 2023, we recycled 25.88% of our total waste from Head Office and sent less than 1% to landfill. We are also looking at campaigns and further ways to increase this over the next 2 years to further reduce the environmental impact of our operations. We are committed to exploring various options to achieve net-zero emissions by 2040, including switching to a 100% electric fleet (we currently operate over 20% of our entire fleet from electric vehicles). We conduct regular energy audits, and will be looking to track all business travel in 2025. We also perform supply chain reviews on a regular basis to ensure our partners meet our high standards.



We are committed to embedding ESG principles into every corner of our operations. **Through our 'Kings Secure Tomorrow' programme, we showcase and celebrate achievements and offer complete transparency within our efforts.** Our achievements and commitments reflect our ongoing journey towards a more sustainable and responsible future, and we are proud to lead the way in our



As we move forward, Kings Secure Technologies remains steadfast in its mission to be a leader in sustainability and social responsibility within the industry. Our ongoing initiatives are designed not only to meet but to exceed current standards, setting a benchmark to follow. We continuously seek new opportunities to innovate and collaborate with partners who share our vision for a sustainable future

Looking ahead, we are eager to expand our engagement and impact, both internally and within the communities we serve. We are committed to increasing our investment in renewable energy projects, further enhancing our training programs to develop the next generation of leaders in security technology, and expanding our community outreach to drive meaningful change. Our focus will remain on creating a workplace that fosters inclusivity and growth, while also prioritising the well-being of our colleagues and the environment.



We invite our stakeholders, partners and clients to join us on this journey, as we strive to build a world where technology and sustainability coexist harmoniously. Together, we can achieve remarkable results and contribute to a future where both people and the planet thrive.



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