

# Corporate and Social Responsibility (CSR) and ESG Policy

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## 1. Purpose and Scope

Promont Limited recognises that its responsibilities extend beyond delivering services and generating profit. As an employer, a buyer of goods and services, a user of infrastructure, and an active participant in the communities where we operate, our actions have social, environmental, and economic consequences. This policy sets out our commitments across the three pillars of Corporate and Social Responsibility (CSR) and Environmental, Social, and Governance (ESG) performance.

This policy applies to all operations, employees, and supply chain relationships of Promont Limited.

## 2. Environmental Responsibility

Promont Limited manages its environmental impact through the ISO 14001:2015 certified environmental management system. Our environmental commitments include:

- **Climate action:** Reducing fleet CO<sub>2</sub> emissions through route optimisation, driver training, and the progressive introduction of electric and hybrid vehicles — in line with the Environmental Objectives Policy (P-98)
- **Waste reduction:** Applying the waste hierarchy across all operations; targeting a recycling rate of 75%+ for office waste; eliminating avoidable single-use plastics in procurement — see Waste Management Policy (P-35)
- **Energy efficiency:** Monitoring and reducing energy consumption at our premises; upgrading to LED lighting and energy-efficient equipment on replacement
- **Responsible procurement:** Giving preference to suppliers with demonstrable environmental management — see Ethical Sourcing Policy (P-85)
- **Transparency:** Reporting environmental performance data annually, including carbon emissions where calculated

## 3. Social Responsibility

### 3.1 Our people

- **Fair employment:** All workers are paid at or above the National Living Wage. Pay is transparent and non-discriminatory. Zero tolerance for modern slavery or forced labour in our direct workforce or supply chain — see Anti-Slavery Supply Chain Policy (P-77).
- **Safety and wellbeing:** ISO 45001:2018 certified health and safety management system. Employee Assistance Programme for all workers. Mental health first aid champions in the management team — see Mental Health and Wellbeing Policy (P-41).
- **Development:** Investment in training and career development for all employees, including SIA licence funding and vocational qualifications — see Training and Development Policy (P-11).
- **Equality and inclusion:** Comprehensive equal opportunities framework (P-72) aligned with SIA ACS Fairness, Inclusion and Respect standards. Active monitoring of workforce diversity.

### 3.2 Community and public benefit

- **Public protection:** Our security services directly protect communities — reducing crime, supporting vulnerable people, and contributing to public safety. This is our most significant social impact.

- **Safeguarding:** All workers are trained in safeguarding children and adults at risk. We take our safeguarding responsibilities seriously as a social duty, not just a compliance requirement.
- **Care sector:** Our care staffing operations support the delivery of care to vulnerable adults — contributing to social infrastructure and enabling people to live independently.
- **Local employment:** We prioritise local recruitment where possible, contributing to employment in the communities where we operate.
- **Charitable giving:** Where the business permits, we support local and national charitable causes with preference for those aligned with our sectors — community safety, mental health, and veterans' welfare.

### 3.3 Clients and service users

- We deliver services with integrity — honestly, reliably, and to the standard agreed
- We handle client and service user data with care and in compliance with UK GDPR
- We listen to feedback and complaints and use them to improve
- We support our clients' own CSR objectives where we can — including by providing data on our environmental and social performance

## 4. Governance

- **Legal compliance:** We comply with all applicable laws and regulations. Where the law represents a minimum, we aspire to exceed it.
- **Anti-bribery and corruption:** Zero tolerance — see Anti-Bribery Policy (P-18) and Anti-Corruption Policy (P-63)
- **Tax compliance:** We pay our taxes in full and on time and do not engage in artificial tax avoidance — see Prevention of Tax Evasion Facilitation Policy (P-73)
- **Information security:** ISO 27001:2022 aligned information security management system protecting client, worker, and business data — see ISMS Policy (P-99)
- **Quality management:** ISO 9001:2015 certified quality management system — our commitment to consistent, improving service quality
- **Transparency:** We are open and honest in our business dealings, our communications, and our reporting

## 5. UN Sustainable Development Goals

Promont Limited aligns its CSR commitments with the following UN Sustainable Development Goals (SDGs):

- **SDG 3 — Good Health and Well-being:** Worker wellbeing, mental health support, and safeguarding
- **SDG 8 — Decent Work and Economic Growth:** Fair wages, safe working conditions, prohibition of forced and child labour
- **SDG 10 — Reduced Inequalities:** Equal opportunities, inclusive employment, FIR commitments
- **SDG 13 — Climate Action:** Fleet emissions reduction, energy efficiency, environmental management system
- **SDG 16 — Peace, Justice and Strong Institutions:** Public protection services, anti-corruption, safeguarding
- **SDG 17 — Partnerships for the Goals:** Responsible supply chain management, ethical sourcing

## 6. Reporting and Review

CSR and ESG performance is reviewed annually at the management review. We publish an annual CSR/ESG summary for clients and stakeholders covering our performance against our commitments. This summary is available from the Compliance Lead on request.

## 7. Related Policies

- **P-04** — Environmental Policy
- **P-72** — Equal Opportunities, Diversity and Dignity at Work Policy
- **P-77** — Anti-Slavery and Human Trafficking Supply Chain Policy
- **P-85** — Ethical Sourcing Policy
- **P-99** — ISMS Policy and Scope Statement
- **P-18** — Anti-Bribery Policy

## 8. Review

This policy is reviewed annually as part of the management review cycle.

*This policy was reviewed and updated in 2026. Updated to align with modern ESG reporting expectations and the UN Sustainable Development Goals framework.*



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Dated: 01 April 2026