

Smartwatch Solutions provides Static Guard, Mobile Patrol, Alarm Response and Keyholding, Virtual Guard, CCTV and Access Systems & Services to a wide range of Organisations.

## OUR PRINCIPLES:

We recognise that we must integrate our business values and operations to meet the expectations of our employees, clients, suppliers, the community and stakeholders.

- a) We acknowledge that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- b) We take seriously all feedback that we receive from our clients, employees and where possible maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- c) We shall be open and honest in communicating our strategies, targets performance and governance to our continual commitment to sustainable development.

## Our Partnership Focus:

- d) We shall strive to improve our environmental performance through implementation of our sustainable development and environmental policies.
- e) We shall ensure a high level of business performance while minimising and effectively managing risk.
- f) We will register and resolve customer complaints in accordance with our standards of service.
- g) We shall encourage and support all employees to help the local community through communication and site meetings.
- h) We will offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- i) We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- j) We shall provide, strive to maintain, a clean, healthy and safe working environment.
- k) We shall uphold the values of honesty, partnership and fairness in our relationship with our colleagues.
- l) Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.
- m) We shall operate in a way that safeguard against unfair business practises.
- n) We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.
- o) We shall operate in a way that ensures protection of the public at all times.

Environmental and Health & Safety

- p) The company is dedicated to protect the health and safety of all people who come into contact with our services; this includes employees, contractors and the general public. We will not compromise the health & safety of any person; we will ensure a safe and healthy workplace. The company will strive to advance responsible environmental practices and continue to improve. All the company's' employees are responsible for helping to work in a safe workplace and for operating in an environmentally accountable manner.

Signed:

Position: Managing Director



Name: Neil Jones

Date: 31/07/2025