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ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

BM-QMS-POL-51


		Sign
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2 Distribution list

No.	Issued to:
	Company policies shared drive

3 Amendment sheet

Issue/ Revision Number	Subject of amendments	Reviewed by:			Authorized by:		
		Name:	Sign:	Date:	Name:	Sign:	Date:
01		ISO Documentation Committee	ET	July 2023	Neil Morgan		July 2023

4 Introduction

BM Security is a quality focused Safety and Security organization that provides solutions in; Security Personnel and K9, Access Control, Fire Detection Services, CCTV Solutions, Alarm Monitoring and Response, Cash and Valuables in Transit, Specialized Services including Close Protection, Fraud and Risk Management, Events Management. It endeavors to be a distinguished, technically advanced company that ensures dynamism, continuity, and a cutting edge in the security industry.

The company has established presence in major urban centres across the country from where it covers respective regions. Regional / branch offices are in Nairobi (where the HQ is also located), Mombasa, Nakuru, Meru, Embu, Kisii, Nyeri, Eldoret and Kisumu.

BM Security is Certified under the following standards, ISO 9001: 2015, ISO 18788:2015, ISO 22301:2019 and ANSI/ASIS PSC-1:2012.

5 Policy Statement

BM Security recognizes the critical importance of environmental sustainability, social responsibility, and strong corporate governance practices in driving long-term value creation, fostering stakeholder trust, and contributing to sustainable development. As such, we are committed to integrating Environmental, Social, and Governance (ESG) considerations into our business operations and decision-making processes.

By integrating ESG considerations into our business strategy and operations, we aim to create long-term value for our stakeholders, mitigate risks, seize opportunities, and contribute to a more sustainable and inclusive future for generations to come.

6 Scope of the Policy

This policy covers all current and potential employees, directors, consultants, suppliers, customers of and visitors to BM Security. It defines the boundaries and focus areas where environmental sustainability, social responsibility, and corporate governance principles will be integrated into business practices. Here's the breakdown of the scope of the ESG policy:

6.1 Environmental Scope:

- Energy consumption and efficiency
- Carbon emissions and climate change mitigation
- Water usage and conservation
- Waste management and recycling
- Pollution prevention and control
- Biodiversity conservation
- Sustainable sourcing of raw materials and resources
- Product lifecycle analysis and environmental impact assessments

6.2 Social Scope:

- Employee health, safety, and well-being
- Diversity, equity, and inclusion in the workplace
- Fair labour practices and human rights
- Employee training, development, and career advancement opportunities
- Work-life balance and flexible work arrangements
- Community engagement and philanthropy
- Stakeholder engagement and consultation processes
- Supply chain labour standards and supplier diversity initiatives

6.3 Governance Scope:

- Board composition and independence
- Executive compensation and incentive structures
- Shareholder rights and engagement
- Ethics, integrity, and anti-corruption policies
- Risk management and internal controls
- Internal and external audits
- Transparency and disclosure practices
- Compliance with laws, regulations, and industry standards
- Whistleblower protection and reporting mechanisms

7 Objectives

BM Security has set clear objectives of Environmental, Social, and Governance by outlining the overarching goals and aspirations that the organization seeks to achieve through its commitment to integrating ESG principles into its operations, decision-making processes, and overall business strategy. The objectives of this policy are to:

- Promote environmental sustainability by reducing the organization's carbon footprint, minimizing resource consumption, and fostering responsible stewardship of natural resources with a target of at least 50% implementation of solar projects and electric mobility.
- Uphold ethical labor practices, promote diversity and inclusion, and support community development initiatives to enhance social well-being and contribute to the prosperity of society.
- Enhance corporate governance practices to ensure transparency, accountability, and integrity in decision-making, risk management, and stakeholder engagement processes.
- Identify and mitigate environmental, social, and governance risks that may impact the organization's long-term financial performance, reputation, and stakeholder relationships.
- Drive long-term value creation and sustainable growth by aligning business strategies, operations, and investments with ESG principles and market demands for responsible and ethical business conduct.
- Build trust, credibility, and long-term relationships with stakeholders, including investors, customers, employees, suppliers, regulators, and communities, through transparent communication, meaningful engagement, and responsive action on ESG issues.
- Foster innovation, collaboration, and knowledge-sharing within and across sectors to develop sustainable solutions, address complex challenges, and unlock opportunities for positive social and environmental impact.
- Ensure compliance with relevant laws, regulations, and international standards related to environmental protection, social justice, human rights, labor practices, and corporate governance.
- Set measurable goals, targets, and performance indicators to track progress, evaluate impact, and continuously improve ESG performance across the organization and its value chain.
- Enhance brand reputation, market positioning, and customer loyalty by demonstrating a strong commitment to ESG principles and responsible business practices that resonate with consumer values and preferences.
- Strengthen the organization's resilience to external shocks, market volatility, and systemic risks by integrating ESG considerations into strategic planning, risk assessment, and business continuity strategies.

- Align ESG objectives and initiatives with the United Nations Sustainable Development Goals (SDGs) and the ICoCA principles to address global challenges, promote social progress, and advance environmental sustainability on a global scale.

8 Commitment

As part of BM Security commitment to integrating environmental social and governance in its business operations and decisions making. The organization has included ESG as part of its 2023 to 2027 corporate strategic plan.

BM Security is committed to:

8.1 Environmental management by:

- Minimizing our environmental footprint and promoting environmental stewardship throughout our operations and supply chain E.g., through rainwater harvesting, Implementation of solar and tree planting projects.
- Reducing greenhouse gas emissions, conserve natural resources, mitigate climate change risks, and promote sustainable use of resources by use of cash deposit machines and automation of supervision to reduce on carbon emission generated by its operations and recycling of security officers' uniforms.
- Embracing innovation and technology to develop sustainable solutions that minimize environmental impacts and enhance resource efficiency e.g., going paperless.

8.2 Social Responsibility by:

- Fostering a diverse, inclusive, and equitable workplace culture where all employees are valued, respected, and empowered to reach their full potential.
- Upholding fundamental human rights, labor standards, and fair employment practices throughout our operations and supply chain.
- Engaging with our communities and stakeholders in a transparent, ethical, and responsible manner, and support initiatives that promote social welfare, education, and community development.

8.3 Corporate Governance by:

- Upholding the highest standards of corporate governance, integrity, and ethics in all aspects of our business operations.
- Maintaining an independent and diverse board of directors, with a commitment to accountability, transparency, and effective oversight of corporate affairs.
- Adhering to legal and regulatory requirements, as well as industry best practices, to ensure sound corporate governance, risk management, and financial integrity.

9 Implementation and responsibility

BM Security top management will take lead in ensuring that this policy is widely disseminated to all relevant persons. It will be included in the staff continuous training programs. All new employees must be trained on the content of this policy as part of their induction into the company. It will be the responsibility of every departmental head to ensure that all his/her employees are aware of the policy. Other stakeholders will be made aware of the policy through the company website.

9.1 Organization ESG responsibility to Employees

- Provide a safe and healthy work environment for employees, free from hazards and risks to their physical and mental well-being.
- Implement workplace safety protocols, ergonomic practices, and health and wellness programs to promote employee health and reduce the risk of occupational injuries and illnesses.
- Uphold fair and non-discriminatory employment practices, including recruitment, hiring, promotion, compensation, and termination decisions.
- Foster a culture of diversity, equity, and inclusion that respects and values the unique backgrounds, perspectives, and contributions of all employees.
- Offer opportunities for skill development, training, and career advancement to support employee growth, professional development, and job satisfaction.
- Provide access to educational resources, mentorship programs, and leadership development initiatives to help employees reach their full potential and achieve their career goals.
- Support work-life balance initiatives, flexible work arrangements, and family-friendly policies that accommodate employees' personal and professional responsibilities.

- Encourage a culture of respect for personal boundaries, time off, and opportunities for relaxation and rejuvenation outside of work hours.
- Offer competitive and equitable compensation packages, including salaries, benefits, retirement plans, and healthcare coverage, to support employees' financial security and well-being.
- Provide access to employee assistance programs, mental health resources, and counseling services to address personal and work-related stressors and promote overall well-being.
- Foster open, transparent, and inclusive communication channels that encourage employee feedback, collaboration, and participation in decision-making processes.
- Solicit employee input, ideas, and perspectives on ESG initiatives, organizational goals, and strategies to ensure alignment with employee values and priorities.
- Recognize and celebrate employee achievements, contributions, and milestones to foster a culture of appreciation, recognition, and mutual respect.
- Promote ethical conduct, integrity, and accountability among employees through clear policies, codes of conduct, and ethical guidelines.
- Encourage employees to report ethical concerns, misconduct, or violations of company policies through confidential reporting channels and whistleblower protection mechanisms.

9.2 Organization ESG responsibility to customers

- Commitment to ensure that the products and services we offer meet high standards of quality, safety, and performance. This includes adhering to relevant regulations and industry standards, conducting product testing and quality assurance processes, and addressing customer feedback and complaints promptly.
- We provide clear and transparent information to customers about their products, services, pricing, terms, and conditions, and any associated environmental or social impacts. This helps customers make informed decisions and understand the ESG implications of their purchases.
- We treat customers fairly, ethically, and with respect. This includes providing equitable access to products and services, avoiding discriminatory practices, protecting customer privacy and data security, and honoring commitments and warranties.
- We prioritize the health and safety of our customers by ensuring that products and services do not pose risks to human health or the environment. This may involve

conducting risk assessments, implementing safety protocols, and providing clear instructions for product use and disposal.

- We actively engage with customers, solicit feedback, and respond to their concerns and suggestions in a timely and respectful manner. This helps build trust, loyalty, and long-term relationships with customers, as well as identify opportunities for improvement and innovation.
- Engage with industry bodies, regulators, and the government on providing inputs on development of public policies in areas where the Organization has expertise. The Organization, however, shall not engage in any lobbying activities.
- The Organization recognizes the central government, county governments and local level authorities as critical stakeholders.

9.3 Organization ESG responsibility to the community

- We actively engage with local communities to understand their needs, concerns, and priorities. This involves establishing dialogue, building relationships, and collaborating with community stakeholders to address shared challenges and opportunities.
- We have a responsibility to contribute to the social well-being and development of the communities in which they operate. This may involve supporting community development projects, investing in education, healthcare, and infrastructure, and participating in philanthropic initiatives that address local needs and empower marginalized populations through BM foundation.
- We play a critical role in generating employment opportunities, fostering economic growth, and promoting entrepreneurship within the community. By creating sustainable jobs, providing skills training, and supporting local businesses and suppliers, organizations can contribute to poverty alleviation and economic empowerment.
- We strive to minimize their environmental footprint and promote sustainable practices that protect natural resources, ecosystems, and biodiversity in the community. This may involve implementing energy efficiency measures, reducing waste and pollution, conserving water resources, and supporting environmental conservation initiatives.
- We promote inclusivity, diversity, and equity within the community by ensuring equal access to opportunities, resources, and services for all members, regardless of race, gender, ethnicity, age, or socioeconomic status. This may involve implementing

fair employment practices, supporting minority-owned businesses, and addressing systemic barriers to social inclusion and economic mobility.

- We support the community during times of crisis, emergencies, or natural disasters. This involves providing humanitarian aid, emergency relief supplies, and financial assistance to affected individuals and communities, as well as participating in disaster preparedness and resilience-building efforts.
- We uphold high standards of ethical conduct, integrity, and corporate citizenship in their interactions with the community. This includes adhering to legal and regulatory requirements, respecting human rights, promoting ethical business practices, and fostering trust, transparency, and accountability in all community engagements.

9.4 Suppliers ESG responsibility to the Organization

- Suppliers shall comply with environmental regulations and strive to minimize their environmental impact by adopting sustainable practices in their operations, such as reducing energy consumption, minimizing waste generation, and using eco-friendly materials and production processes.
- Suppliers shall be expected to provide transparency and data regarding their environmental performance and efforts to mitigate environmental risks.
- Suppliers shall uphold fair labour practices and treat their employees ethically and with respect. This includes providing safe working conditions, fair wages, reasonable working hours, and access to benefits and opportunities for professional growth.
- Suppliers shall prohibit forced labour, child labour, discrimination, harassment, and any other forms of labour exploitation in their operations and supply chains.
- Suppliers shall be responsible for delivering products and services that meet high standards of quality, safety, and performance. They shall ensure that their products comply with relevant safety regulations, industry standards, and customer specifications.
- Suppliers shall implement quality assurance processes, product testing, and quality control measures to identify and address any issues or defects in their products before they reach the organization or its customers.
- Suppliers shall conduct their business affairs with integrity, honesty, and ethical behavior. This includes adhering to anti-corruption laws and regulations, avoiding conflicts of interest, and maintaining transparent and fair business practices in their dealings with the organization and other stakeholders.
- Suppliers shall respect the organization's intellectual property rights, confidential information, and proprietary technology.

- Suppliers shall manage their supply chains responsibly and ensure that subcontractors, vendors, and other third parties they engage with also adhere to ESG principles and standards.
- Suppliers shall provide transparency and visibility into their supply chains, including the origin of raw materials, the labour practices of subcontractors, and any potential environmental or social risks associated with their suppliers.
- Suppliers shall strive for continuous improvement in their ESG performance and collaborate with the organization to identify opportunities for innovation, efficiency, and sustainability throughout the supply chain.
- Suppliers shall be open to feedback, dialogue, and collaboration with the organization to address any ESG concerns or areas for improvement.

9.5 Customers ESG responsibility to the Organization

- Customers have a responsibility to use the organization's products and services in a manner that aligns with ESG principles. This may include following recommended usage guidelines, disposing of products responsibly, and minimizing waste and environmental impact associated with product consumption.
- Customers will be encouraged to provide valuable feedback to the organization regarding its ESG performance, practices, and products. This feedback helps the organization identify areas for improvement, address customer concerns, and enhance its ESG initiatives and communications.
- Customers can also engage with the organization through surveys, social media, and other channels to express their support for our ESG efforts and encourage further progress in sustainability, social responsibility, and corporate governance.
- Customers have a right to transparency and accountability from the organization regarding its ESG commitments, performance, and impacts. Our organization will provide clear and accurate information about our ESG initiatives, goals, and progress through sustainability reports, disclosures, and communications channels.
- Customers can hold the organization accountable for our ESG promises and commitments by staying informed, asking questions, and holding them to high standards of integrity, transparency, and corporate citizenship.

10 Supporting policies

The Organization has developed several policies that are integrated to support implementation of ESGs Human rights policy, whistle blower policy, education policy, prevention of sexual harassment and GBV policy, anti-money laundering policy, Equality, diversity and inclusion policy, code of business ethics and conduct policy and other relevant policies.

11 Review and Revision

This policy shall be reviewed and updated on a periodic basis when deemed necessary.