



Corporate Social Responsibility

Paramount Stewarding and Security Limited recognizes that we must establish and present our business values, services and operations to consistently meet and where possible exceed the expectations of all of our stakeholders, including customers; consumers; employees; regulators and suppliers.

- We recognize 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 and company operating procedures.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfill the requirements outlined within this policy.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realize the corporate responsibilities of the company. The responsibility for our performance to this policy rests with all employees throughout the company.
- We shall ensure a high level of business performance while minimizing and effectively managing risk.
- We shall encourage dialogue with local communities for mutual benefit where appropriate.
- We will register and resolve customer complaints in accordance with our published standards of service and specific company operating procedure.
- We shall support and encourage our employees to help local community organizations and activities in our regions.
- We shall operate an equal opportunities policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.
- We shall provide safeguards and procedures to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty, partnership, transparency and fairness in our relationships with stakeholders.
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.
- We will operate in a way that safeguards against unfair business practices
- We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.