

# Corporate Social Responsibility Policy



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## Purpose

WL Risk management is dedicated to the ethical practices and principles of our company. We believe in setting professional standards, being compliant to laws and advocating for safer more sustainable solutions to our environment and community.

Our policy serves to communicate our commitment to the best solutions we can offer alongside many businesses who have paved incredible, positive results within the UK. We are a small, family - driven company providing security services where needed.

## Scope

This policy applies to our company goals and communicates where we stand on corporate responsibility with our clients, subcontractors, and the community.

To be successful in any business, it takes work and strategy planning. Our goals at the forefront:

### Short Term Goals

- Attain necessary credentials to meet standard quality control and management within security.
- Improve client demands and meet these expectations at a high standard.
- Mindful of financial integrity and responsibility.

### Long Term Goals

- Attain higher contracts with UK government and prestigious private sectors.
- Employment, independent agency, training, creating jobs for the community.
- Funding toward environmental awareness programs and assisting with community projects.

## Our Support for Causes

We believe in supporting Veterans and their families through *Armed Forces Covenant*. As a former military family, we understand the challenges of adapting back into civilian life. WL supports veterans and serving members off-duty, who are looking to extend their services of security. We provide financial support for work rendered, paid-for professional courses to upskill our workers, and understand their family obligations.

We also extend our pledge to keeping a cleaner environment and will support initiatives that educate the public, from littering, to reducing waste and supporting greener solutions for our planet. As a family-run business, we understand the value of a safe and sustainable environment and having the right principles to thrive.

We hope to share these values among like-minded partners and bring about positive solutions.

## Compliance

Adherence to community values and laws are a top priority. Transparency in our communication with clients and workers is highly valued. The integrity of our business operations depends on this.

We commit to fostering an ethical approach to all business decisions and conduct.

### **Environment Sustainability.**

WL pledges to comply with environmental laws. Our proactive steps include awareness programs and courses, briefing workers on health and safety.

#### **Protecting the Environment:**

Our company is compliant to the general practice of waste management – The Three R's; Reduce, Reuse, Recycle and proper disposal of waste. Awareness and education of proper waste management is crucial, and we are mindful of this in crowd control events. Workers and subcontractors assigned to venues are expected to adapt and comply with Environmental laws and policies.

Company documents are accessible as digital copies via our Citation Atlas Library as well as One Drive and keep in line with General Data Protection Regulations. We print hard copies when necessary.

## **Protecting People:**

WL complies with Health and Safety laws and policies. We are obligated to place our workers in suitable working conditions, providing safety gear where relevant.

## **Human Rights.**

Compliance to Modern Day Slavery Act and ensuring Human Rights to safety, protection and fairness is implemented within our company values.

Every worker is entitled to their Human Rights in a workplace with slight differences to that of employees.

### **Workers:**

- Entitlement to the national minimum wage.
- Protection from discrimination.
- Self -Employed Status.
- The right to be protected against unfair wage deduction.
- The right to a safe working environment.
- The right to be protected from forced labour and trafficking.
- The right to life.
- The right to privacy.
- The right to freedom of thought, conscience, and religion.
- The right to freedom of expression.
- The right to freedom of assembly and association
- The right to fair trials.

### **Employee:**

- The right to a safe working environment.
- The right to fair and equal pay for equal work.
- The right to collective bargaining.
- The right to be protected from forced labour and trafficking.
- The right to life.
- The right to freedom from discrimination.
- The right to privacy.
- The right to freedom of thought, conscience, and religion.
- The right to freedom of expression.
- The right to freedom of assembly and association.
- The right to fair trials.

WL will uphold the values and respect to human rights of our workers and subcontractors.

## **Community Engagement.**

Our company supports Armed Forces Covenant and its initiatives to funding programmes for veterans and their families. WL extends recruitment and provide security-based work and training for our veteran community.

## **Employee/Workers Welfare.**

Workers are compensated gas money for long distance venues. This is structured by variable circumstances beyond the workers' and managements' control for e.g. a Worker (A) is scheduled for a shift time but cannot make it for an unforeseeable reason. To maintain a smoother operation to our clients needs, management seeks an available contact and registered Worker (B) to replace, if possible, hence compensation to their (Worker B) welfare at company costs and responsibility ensues.

## **Improving Working Practices.**

Competent supervisors and team leaders report any risks within operations to management. The welfare and safety of our workers are paramount to the quality of services we offer our clients and patrons.

## **Donations.**

As a new and small company, we volunteer monthly donations to support the Armed Forces Covenant and UNICEF.

## **Eco friendly Supplies.**

Our company sources eco friendly solutions with office and uniform supplies.

## Vision Statement

WL Risk Management is fortunate to be part of a socially responsible community. We learn from larger businesses and have adopted these values along the way.

Our pledge to help the veteran community and educate ourselves on the environmental sustainability is crucial to the success of not just our business, but how we put these values into practice.

Our vision is to grow and expand our services in the UK and to offer one of the best and professional security services. This aligns to providing job opportunities while educating and upskilling all WL workers.

## Declaration Statement

Our Corporate Social Responsibility Policy is good and true to date. Amendments will be made at any given time as our company grows, and new adaptations are needed in compliance with UK laws.

Director

*Ratu W Volavola*

Signature

8/05/2024

Date