SKYE GUARDING

YOUR SECURITY PARTNER

Skye Guarding Policies

Social Accountability Policy

39 Oakwood Hill Industrial Estate, Loughton, Essex IG10 3TZ

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Social Accountability Policy Statement

Our Values

Skye Guarding aspires to be a leader in social accountability within the Security industry by promoting a positive culture with respect to human rights and the continuous improvement of working conditions.

Our Commitment

Skye Guarding is committed to managing our operations in a way that complies with all relevant employment legislation.

Our Principles

Skye Guarding will continuously identify, assess, manage, and improve the elements of our operation that impact on social accountability. In line with sound business practice, we will:

- Conduct our business with fairness, honesty, integrity, and respect for the interest of our stakeholders.
- Comply with the laws and regulations within the countries in which we operate.
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management, and manage compensation and working hours.
- Implement a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of our performance.
- Provide awareness training on social accountability and where required job specific training for employees.
- Encourage suppliers and contractors to support our principles and commitment to social accountability and introduce programmes aimed at supporting these principles.

Policy Control and Review

Copies of this policy will be communicated to every employee and be available to all other interested parties. The Managing Director will approve policy changes.

Shahid Chaudhry

Shahid Chaudhry
Managing Director

Date: 01/01/2026