



AlertSystems Group
Security & Fire | Data Services | CCTV Monitoring

This is the Environmental Social Governance, Corporate Social Responsibility, & Corporate Code of Conduct Policy for AlertSystems Group Ltd.
(Comprising AlertSystems Ltd., Alert Data Ltd., Alert Monitoring Ltd.)

Purpose and Scope

AlertSystems Group Ltd. (ASG) is committed to operating in a responsible, ethical and sustainable manner. This policy outlines the standards that guide our approach to environmental responsibility, social responsibility, governance and employee conduct.

This policy applies to all employees, temporary personnel, contractors, consultants and others acting on behalf of the Company. We also expect suppliers and business partners to uphold equivalent standards.

Failure to comply with this policy may result in disciplinary action or termination of contractual arrangements where appropriate.

Responsibilities

The Directors are responsible for oversight of this policy.

Managers are responsible for promoting compliance within their teams.

All employees, contractors and representatives of the Company are expected to:

- act ethically and responsibly;
- comply with applicable laws, regulations and Company policies;
- maintain professional standards of conduct; and
- report concerns regarding misconduct or breaches of this policy.

This policy will be communicated to employees and reviewed periodically, normally annually.

Environmental Responsibility

We seek to minimise the environmental impact of our operations and make practical, proportionate decisions that support sustainability.

We will:

- encourage efficient use of energy and resources;
- reduce waste and support reuse and recycling where practicable;
- consider environmental impacts in operational decisions where appropriate; and
- comply with applicable environmental laws and regulations.

Social Responsibility

We are committed to maintaining a respectful, inclusive and safe workplace where individuals are treated fairly and with dignity.

We aim to:

- support employee wellbeing, learning and development;
- promote a positive and professional working environment;
- encourage responsible engagement with local communities; and
- work with suppliers and partners that operate ethically and respect human rights.

Discrimination, bullying, harassment and victimisation are not tolerated.



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Governance and Ethical Conduct

We are committed to conducting business with honesty, integrity and transparency.

Employees and representatives of the Company are expected to:

- avoid actual, potential or perceived conflicts of interest;
- comply with anti-bribery, anti-corruption and financial crime requirements;
- avoid offering or accepting gifts or hospitality that could improperly influence business decisions;
- protect confidential, personal and commercially sensitive information; and
- comply with all relevant legal, regulatory and professional obligations.

Employees must not undertake work for competitors, customers or suppliers where this creates a conflict of interest or confidentiality concern.

Human Rights and Modern Slavery

We respect human rights and are committed to reducing the risk of modern slavery, forced labour, trafficking and exploitation within our business and supply chain.

We expect suppliers, contractors and business partners to maintain equivalent standards and support the principles of the Modern Slavery Act 2015 where applicable.

Employees should report concerns relating to labour exploitation or unethical conduct through appropriate reporting channels.

Data Protection and Confidentiality

We are committed to protecting personal, confidential and commercially sensitive information.

All employees and representatives of the Company are expected to handle information responsibly, comply with Company procedures and report suspected security or data protection concerns promptly.

Reporting Concerns

We encourage employees and stakeholders to report concerns regarding misconduct, unethical behaviour or breaches of this policy.

Concerns may be raised with line management, HR or a Director and will be handled fairly, appropriately and confidentially where possible.

The Company will not tolerate retaliation against individuals raising concerns in good faith.

Review

This policy will normally be reviewed annually and updated where necessary.

Signed:

Name: Paul Brake
Position: Managing Director
Date: 06/06/26