





CISA ESC REPORT

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CIS	OUR ESG STRATEGY	ESG GOVER	ESG GOVERNANCE AT CIS		SUSTAINABILITY PROGRESS		CLIMATE RISK AND NET ZERO		SUSTAINABLE OPERATIONS	
ESG REPORT	EDI COMMITMENTS	WEL	LBEING	EMPLOYAB		APPREN	TICESHIPS	COLLEAGUE DEVEL	OPMENT PORTFOLIO	RISK M RESPO
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SECURITY

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Our ESG Strategy



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Our ESG Strategy

Entrenching ESG within the markets that CIS operates in is a top priority to address some of society's greatest challenges. To build upon sustainable achievements and mitigate ESG issues, it is vital to have strong partnerships within the industries we operate in and embed strong alignment towards robust **ESG directional approaches.**

In 2022, CIS made significant progress in embedding ESG while continuing to strengthen approaches such as Equality, Diversity, and Inclusion (EDI).

EDI activities are driven within CIS' **Citizenship Forum while our ESG** committee focuses on the companies approach towards sustainability and alignment with our clients and suppliers. Our ESG strategy and initiatives focus on five agendas of the corporation:



- Working with like-minded customers and service partners.
- **2** Ensuring our business remains resilient to supporting our path to net zero.
- 3 Influencing our supply chain, customer and other partners by leading best in class initiatives and following those within our business that set these standards.
- 4 Identifying opportunities and innovative solutions.
- 5 Implementing a 360 approach to ESG monitoring and reporting for continuous improvement.

Our ESG vision embeds our robust commitment to each of the ESG pillars, our alignment towards the 17 Sustainable Development Goals (SDGs), influences our key areas of operation and our ESG core objectives.

CIS' ESG strategy is guided by international regulatory frameworks such as SASB for data collection and the 17 SDGs for ESG initiatives. This approach provides an overarching framework for our strategy which steers our activity within our operations which is detailed across each of the ESG themes:

ENVIRONMENTAL

Ensuring our industry and society continue to step towards a sustainable and low carbon future.

SOCIAL

Ensuring every individual can see a place for themselves in our market and our society and ensuring all parts of society benefit in the wealth and growth of our industry.





This framework gives us focus and allows us to provide an update of how CIS has progressed against its previous year targets; the challenges we have faced; and the opportunities we see for 2023 and the years ahead. For each of the areas above, all our teams across the corporation commit and progress our ambitions along with our dedicated ESG Manager, Jordy Mukudi, bringing the activity together and ensuring we continue to stay focussed on this strategy and give each area the specialist knowledge it requires.













INNOVATIVESOLUTIONS

ESG Governance at CIS





May

ESG Governance at CIS

Good governance is critical and fundamentally important at CIS, and we work to ensure that we are ahead of the curve in relation to best practice. We have a commitment to maintain a high standard of ethical procedures, while reporting with transparency and accuracy enabling our alignment with regulatory obligations.

Our governance structures, policies and procedures fulfil employee, client, and community needs; encourage a culture of accountability and ethical conduct across our business; and support our commitment to address global challenges through our core business.



Each Wednesday, CIS provide two volunteers to help at the American International Church Soup Kitchen in London.



Through our CIS Charitable Foundation we donated £10,000 to the St. Mary the Virgin's **Churchyard Garden Project.**



5k Donation made to Lewisham Local. CIS are active in supporting the local community in Lewisham.





CIS volunteered at St Paul's Cathedral School, to paint class rooms, dining rooms and a kitchen.



CIS entered a football tournament at Shoreditch Power League in order to raise money for London's Air Ambulance.



Clothing donations distributed to TWC'S various charities which include the Salvation Army and a local church that sleeps the homeless.

During the Month of April, our ESG Team helped organise a collection of bed sheets, duvets, towels, pillows, and beds for the charity, Outreach, to assist with homelessness.

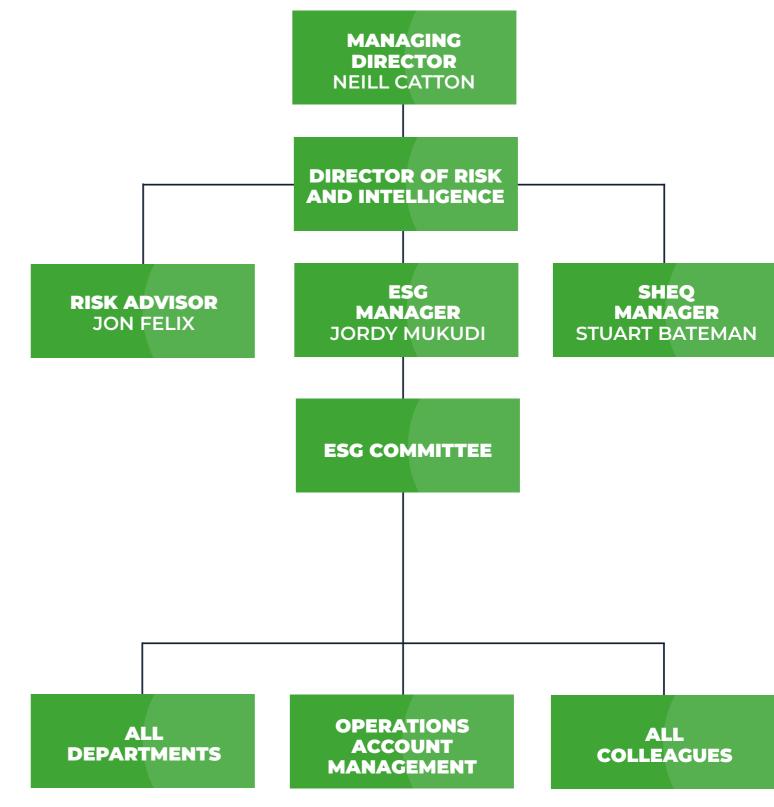
members of the Paternoster Square team took part in Walk Out with Outreach, this is a campaign to identify people who are rough sleeping and need help.

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In ensuring our governance keeps pace with the fast-moving nature of ESG, we have developed a ESG committee to assist our ESG Manager with our ESG directional approaches. The ESG committee meets quarterly to ensure we keep aligned across all of our ESG strategy.

The ESG Committee is chaired by our ESG Manager, Jordy Mukudi. The remaining members are largely drawn from the ESG champions who are based on client sites, our Managing Director, Finance Controller, Risk Advisor and SHEQ Manager.











Governance Structure

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CIS and our Sustainable Development Goals



GOOD HEALTH AND WELL-BEING



CIS staff have access to HSF assist, Margaret confidential helpline, and Cycle to Work schemes.









into the industry









 Flexible working patterns to attract women • The Launch of our Citizenship Forum, a group comprised of EDI representatives

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AFFORDABLE AND CLEAN ENERGY





Our HQ uses 100% sourced renewable energy.





- GOOD JOBS AND ECONOMIC • Frontline physical security GROWTH
 - Local recruitment assessment days





London Living Wage Foundation

other status











 Jigsaw Charitable presentation to promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or





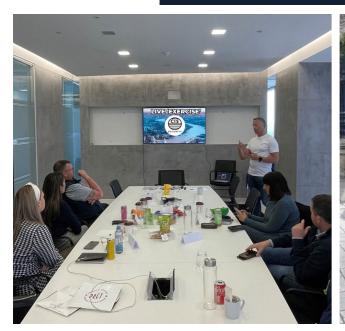
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SUSTAINABLE **CITIES AND** COMMUNITIES AĦ∰⊞

 Partnership with Employer Supported Policing (ESP) Scheme – Joined the scheme in October 2022

CLIENT AND STAFF BDO TRAINING, STATS:

- 196 Behavioural Detection officers trained (two-day) 69% of the MPS trained BD total
- 150 Hostile Perspective trained for all (oneday)
- 31 client sites have received training.
- 346 combined training total.









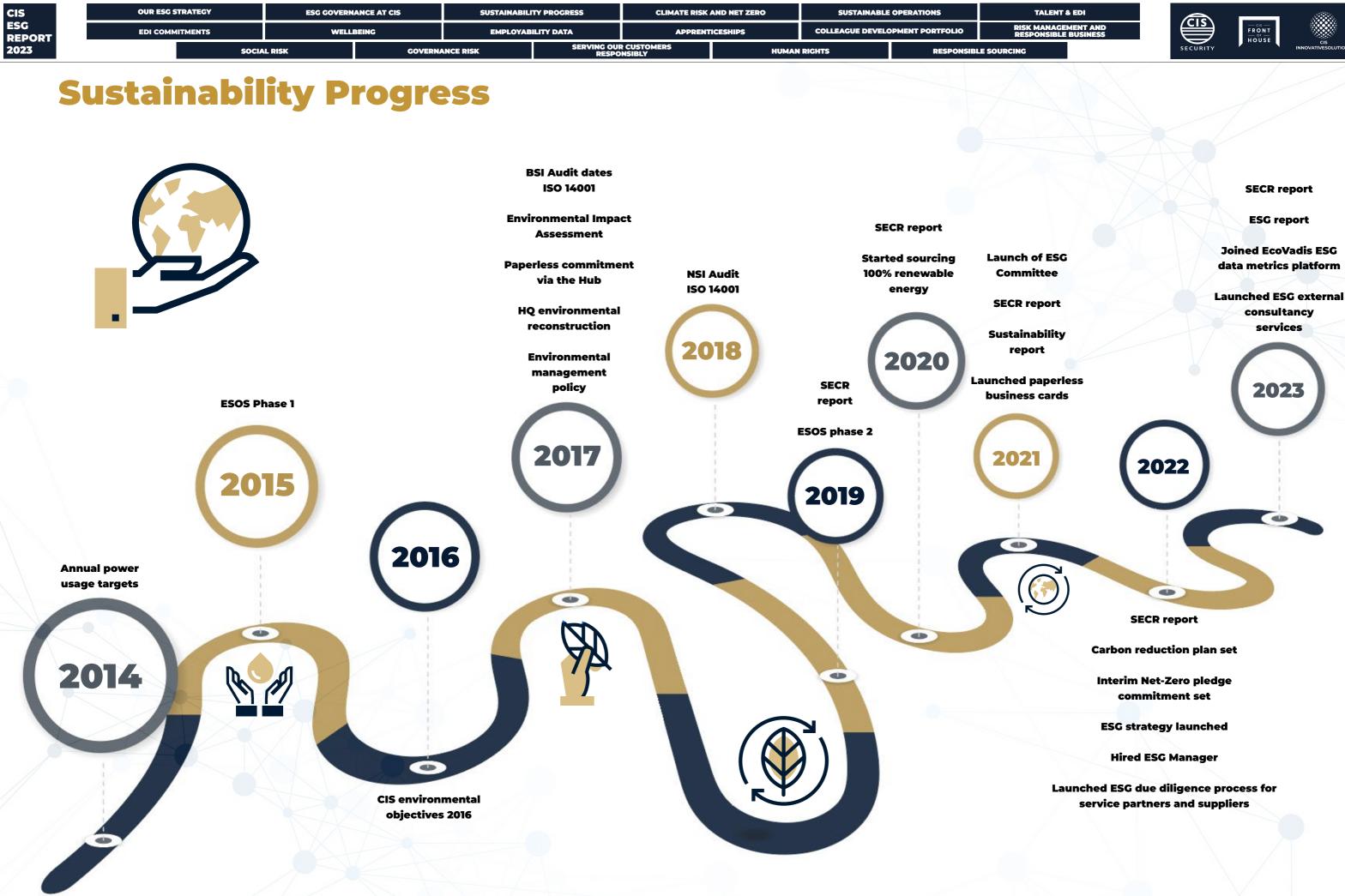
















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We have made great progress in relation to sustainability, in 2022 we were the first company within the security industry to employ an ESG Manager as we understand the importance of sustainability. Since 2022, we have launched our ESG Strategy and set an interim net-zero target. We have much more to do - but by working together we can continue to show progress in our goal of ensuring the transition towards net zero.

Our efforts have laid the foundations for the critical work we need to deliver in the years ahead, as we continue to work to transforming our business and also enhancing the support and confidence that we provide to our customers across our diversified portfolio of clients.



"Our focus remains on ensuring an orderly, but urgent transition – one that supports our customers as they transition to low carbon business, and also recognises the urgency of climate change and becoming an organisation with a robust sustainable transition plan".









Jordy Mukudi ESG Manager

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Climate Risk and Net Zero

In relation to the risks associated to climate change, CIS looks at our business's impact on climate change and the impact of climate change for our business. This double materiality perspective (business impact on environments and environments impact on business) ensure we capture the wider risks associated to climate change as a whole.

As a business CIS is exposed to various The WELL certification focusses climate risks as we operate across how the building effects the hea numerous industries including carbonintensive sectors. Occupy, live and work within the

As a result of CIS having clients in such carbon-intensive sectors, there is a focus of our business to understand and align where feasible to some of our clients ESG directional approaches such as ESG ratings metrics platforms, building and organisational accreditations and certifications.

The Leadership in Energy and Environmental Design (LEED) certification is known as the most popular green building certification system in the world, with the ratings system being based on the environmental impact of a building. The certification allows building to obtain four distinct certifications such as Certified, Silver, Gold, and Platinum.

The WELL certification focusses on how the building effects the health and wellness of the people who occupy, live and work within the building. The certification is managed by the international WELL building institute (IWBI), whose mission is to improve the built environment commercial and residential properties. To obtain the certification, seven categories must be met in an evidence-based way such as: Air; Water; Nourishment; Light; Fitness; Comfort; and Mind.



The BREEAM Technical Standards are a suite of schemes which enables the consistent and comparable assessment and verification across built environmental lifecycles. The suite of schemes provides standard frameworks that span across supporting planners, local authorities, developers and investors, to integrate and assess sustainable designs of community and regeneration projects, This creates a positive environmental and social impact on buildings while others focus on enabling occupiers, owners, managers, and property investors, to establish and drive sustainable advances in the operational performance of their assets. This leads to benchmarking, assurance and validation of operational asset data, and sustainability rating schemes to improve design, construction and maintenance of infrastructure assets.

GRESB is known as an investor-led mission-driven organisation which provides transparency in relation to ESG data which is widely used for global financial markets. ESG performances are based on funds through validating scores, ESG benchmarking and ESG regulatory reporting.



EcoVadis is an ESG ratings metrics platform which examines ESG scoring through the performance of companies across several themes, considering emissions, human rights, procurement sustainability, and more. In 2022, EcoVadis was named the leading provider of globally trusted business sustainability ratings. **EcoVadis received a differentiated** rating - the highest score possible across six of the ten criteria evaluated: **Reported Data, Presentation,** Connections/Integrations, Market Approach, Performance Modelling, and Product Vision. The company also received an on-par rating in the Sourced Data, Standards Integrity, and Execution Roadmap criteria.

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The ISO 14001:2015 indicates the requirements for an environmental management system that an organisation can use to enhance and achieve its environmental performances and values for a company and interested parties. Since obtaining this certification in 2017, CIS has obtained high standard in environmental procedures with no related non-conformances during semi-annual audits.

The ISO 50001 management system model is based on continual quality and environmental energy improvements and is also used for other well-known recognised standards such as ISO 9001 or ISO 14001.

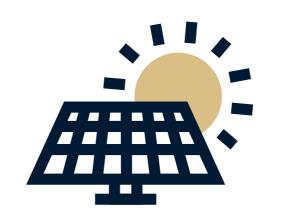
As a result, addressing and mitigating risks is essential, while taking into account our procedures to protect and strengthen our business and integrating our clients in becoming part of the solution in order to transition to a low carbon economy.

Regular reporting in relation to our progress and approach to climate risks is essential to CIS and we believe prioritising this is key. Through this transparency we share our approaches which is an important contribution to our industry and our clients. CIS has disclosed climate related metrics through ESG ratings platforms such as EcoVadis, where we have derived an

environmental score of 60/100 for our environmental policies, initiatives, and procedures. Our commitment towards the climate continues to grow, which is evidenced by our strategic ESG directional approach, our alignment to international frameworks and our evaluation of our various ESG related policies.

In addition to establishing ESG related policies and practices, we also align with external standards to strengthen our processes, reporting and engagement. We have supported the recommendations of the streamlined energy carbon reporting (SECR) and Energy savings opportunity scheme (ESOS). Our objective is to understand the potential financial risks from climate change to CIS, our clients, and communities; how CIS and our clients may be contributing to climate change; and how we can help our clients transition to a low-carbon economy.





We have set an interim target for the company to be net zero by 2030, Our target is an interim one as we only record our scope 1&2 emissions. We do understand the importance of the emissions derived from scope 3 to our business which is why we have begun a process of incorporating a scope 3 screening exercise although we are not under any regulatory obligation to do so. However, it will still align with the Paris Agreement to limit global warming to 1.5°C.











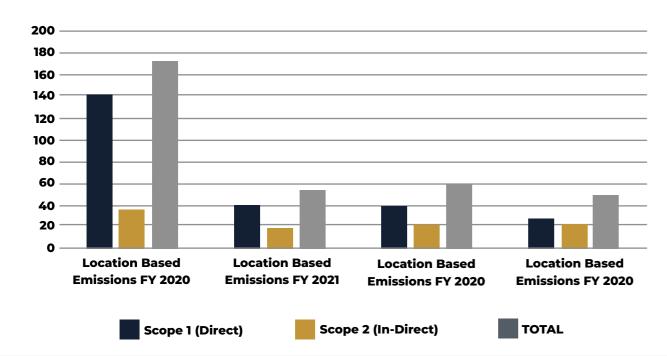


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Sustainable Operations

As of 2023, our operations have continued to accelerate towards our pledge of reaching net zero by 2030. Key fundamental changes to our business have resulted in the vast reduction of our reporting scope emissions. These changes consist of our transformation of our vehicles fleet to being fully electric which was achieved in 2023, 2 years ahead of our original pledge, this is our most successful carbon reducing initiative.

CIS' building is now fully electric which was completed following a refurbishment with our ESOS phase 2, the gas has been removed, with heating and cooling provided by VRF units. Lighting is LED except for a small area of the building due to complications with the wiring.



Yearly Carbon Emissions tCO₂e

The above graph illustrates CIS' Greenhouse gasses (GHG) over 4 FY comparisons while aligning with the SECR requirements. The scope of reporting our emissions encompasses electricity associated with the office properties we own and from which we operate, as well as owned/controlled transport usage.

Key Achievements:

- **72%** reduction of total emissions in 2023 compared to 2020 total baseline emissions.
- **20%** reduction of total emissions in 2023 compared to 2022 total emissions.
- 82% reduction of scope 1 emissions in 2023 compared to 2020 scope 1 baseline emissions.
- **35%** reduction of scope 1 emissions in 2023 compared to 2022 scope 1 emissions.
- **33%** reduction of scope 2 emissions in 2023 compared to 2020 scope 2 baseline emissions.

Emission increases:

• 8% increase in scope 2 emissions in 2023 compared to 2022.

The reason behind this increase is due to the increase in electricity consumed in the offices. This is a result of 15% increase of head office staff during FY 2023. As we increase the number of employees within our business we will look to adopt other efficient emission initiatives to reduce our environmental footprint.





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Talent & EDI

CIS' values are embedded to building an inclusive and high performing culture across the company whilst supporting the industry and the societies that we operate within. Our colleagues drive our progress through our services across our diversified portfolio of clients, We have the ability to attract and retain a highly qualified and motivated workforce, which is fundamentally important to our business. We work every day to foster a culture of excellence for our people by investing in the growth and well-being of our colleagues, as well as embracing Equity, diversity, & inclusion (EDI) in all aspects of our business. We want CIS to be a place people feel welcome and want to work. We continue to adapt our culture that ensure that we stay ahead of the curve. We are now at the stage of building upon our culture principles and ensuring an inclusive approach for all diverse groups based on our data, insights, and engagement forums as we have begun to grow substantially over the last few years.









TALENT & EDI



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At CIS we continually strive to ensure CIS remains a great place to work enabling staff to reflect and develop personally and professionally. We continue to do what's right by our colleagues, clients, and shareholders. We have a track record ensuring that we are ahead of the curve and setting robust practices that support our entire workforce, enable economic progress while driving CIS at the forefront as a leading independent grown security business. Our people strategy is focused on three key priorities to help us advance the competitive strength of our workforce:

• Continuous innovation in recruiting, development, compensation, promotion, and engagement of colleagues

Mental health first aid for site staff	Mental health first aid training for Head office staff
193	12

 From January 2023 to present we have recruited 592 new starters, 185 TUPE transfers. Have promoted 56 and 254 individuals have transferred internally.

CIS Recruitment hold many successful and proactive assessment days, which are site based and companywide. They have a very high success rate from the interview assessment days we run. With recruitment & Operations being heavily involved in these days, it allows us to think of the needs of the whole business. Overall, on average there is about **70% success rate of job offers** made to individuals that attend. There has been over **225 job offers** since January from Assessment Days alone.

Actively seeking out and listening to diverse perspectives at all levels of the organisation

CIS are committed to providing our employees with the guidance and support required to fulfil their roles, developmental goals and ensure we're best placed to achieve our aims as a Company and community. We have a robust meaningful performance conversation bi-annual, for all our employees, giving them a chance to discuss performance and development objectives.

• Optimising transparency to promote accountability, credibility, and effectiveness in achieving our goals

To ensure that our sustainability journey is verified, projects transparency and aligns with relevant ESG regulatory frameworks, we annually conduct a streamlined Energy & Carbon reporting for our emission reporting. Moreover, at CIS we understand that aligning data collection towards ESG is essential which is why CIS data gathering aligns with the Sustainability Accounting Standards Board in relation to industry data collection.

Our priorities are reflected in the culture and inclusivity of our business, and in the impact and outcomes that our people generate.







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EDI Commitments

- Improve awareness of diversity and inclusion issues in the workplace
- **2.** Promote diversity and inclusion in the workplace
- Ensure learning environments and opportunities are inclusive for everyone to best achieve their potential
- Recruiting and managing based on competence and performance regardless of age, ethnicity, gender or cultural background
- Fostering a culture of Equality, Diversity & Inclusivity

- **6.** Providing training and career development opportunities which is inclusive and based on merit
- 7. Build an inclusive community, creating a safe and open environment for everyone to talk, share ideas and have a sense of belonging
- 8. Promote inclusive behaviour
- 9. CIS Citizenship Forum, creating an inclusive environment for all staff to be part of business developments.
 Focusing on EDI strategies, culture & healthy working environment practices

In 2019, we adapted and evolved how we work at CIS to enable our colleagues to better integrate work and life, while delivering the benefits of being together in person. We have shifted our approach on working patterns for our head office-based staff, where we have integrated a flexible, hybrid working model. With our vision set by our managing director Neill Catton of being a peoples led business



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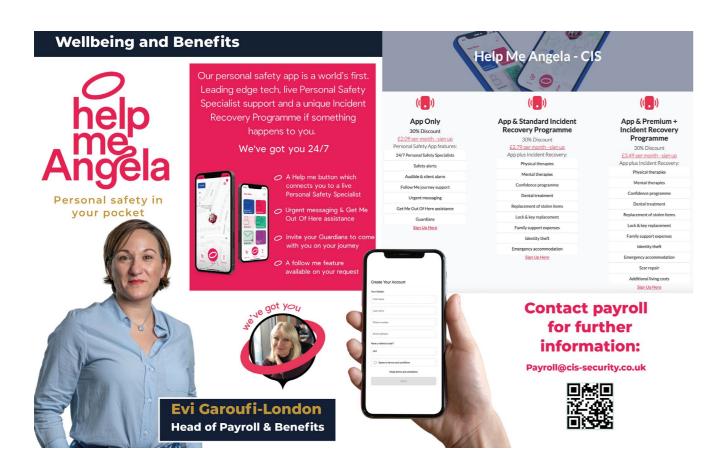
1. Wellbeing

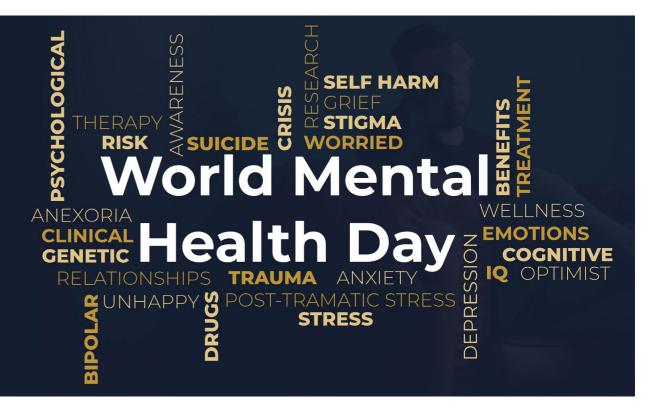
Inclusions to our staff benefit collection includes:

- HSF Assist
- Tastecard & coffee club
- Help me Angela
- Limitless Mindset app for head office employees and employees across selective client sites.

Future approaches:

- CIS is currently working on a new interactive budget calculator in order to assist employees with their month to month budgeting.
- Free employee benefits platform which consolidates all CIS staff benefits into one platform.





Mental Health and Wellbeing continues to be an essential part of creating a fulfilling workplace for our employees. Due to recent impacts such as the pandemic, we have understood that it is essential to focus on employee wellbeing by adjusting to new ways of working and providing ongoing mental Health support. CIS currently has a Mental Health & Wellbeing strategy group which was set up at the beginning of 2022, initially to support our teams during Covid, as well as providing ongoing Mental Health support.

The aim was to self-deliver Mental Health First Aid courses. This was achieved in January 2023, receiving certification to deliver the 2-day Mental Health First Aider, 1 day First Aider Champion. To date 193 people have attended the course and are now qualified Mental Health First Aiders.

CIS also has an internal confidential support service called "Margaret" this facility allows individuals to contact "Margaret" for confident welfare support. Only Darcy Fletcher as our Mental Health Lead and Tracy Plant, HR Director receives these inquiries. Through this system we have effectively supported several colleagues through difficult and sensitive situations.

Within "The Hub" we have designed various internal and external support leaflets to assist individuals with mental health issues and general advice on healthy living. Additional external helplines have also been shared should individuals feel they need for extra professional support.





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2. Employability Data

57+ nationalities represented across CIS

48% female representation on company's board/ senior leadership level

30+ **Religion types** represented across CIS

AGE	NUMBER	PERCENTAGE
<20	15	0.56%
20 - 29	314	11.87%
30 - 39	658	24.87%
40 - 49	661	24.98%
50 - 59	618	23.36%
60 - 69	332	12.55%
70 +	48	1.81%
Total	2646	100.00%
Current staff retention rate	86%	,)
Current gender percentage	14% wo	men

	RACE								
BLACK	WHITE	ASIAN	OTHER						
51%	27%	20%	2%						

SEXUAL ORIENTATION						
LGBTQ: 3%	NON-LGBTQ: 97%					



- CIS currently have 12 apprentices, 1 additional going through vetting.
- CIS have an additional 16 enrolled on qualifications with a further 7 going through their enrolments.









3. Apprenticeships

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4. Colleague development portfolio

CIS recognises that learning and development is the process of acquiring and developing knowledge, skills, capabilities, behaviours and attitudes through learning or developmental experiences for all employees and customers. It ensures that the employees and customers obtain knowledgeable, skilled, engaged and committed workforce. Below highlights some of the robust colleague development programmes CIS has to offer.

CIS Leadership Programme

The leadership programme is a year-long award-winning programme. Candidates who intend on joining the programme have to complete an application and assessment process and if accepted will embark on a multi-phase learning programme with multiple topics, home based learning, guest speakers, mentoring and tutorials, and self-reflection. The programme was launched in 2022 and consisted of 12 candidates.

CIS Supervisor Development Programme (SDP)

3-stage Programme with excess of 100 participants. The students study a variety of theoretical and security-based behaviours and competencies, participate in knowledge checks and complete self-reflection. The top-three students are offered the 'Golden Ticket' which enables access directly onto the Leadership Programme.

CIS Supervisor Workshops

Locally based and portfolio driven workshops that contain multiple topics and self-assessment that closely mirrors the SDP. In excess of 150 supervisory students have undertaken the process since inception.

Tier One and Tier Two Leaders Forums

A tiered approach to management training, facilitation, discussion, networking and developmental growth in the form of participants being members of the Managing Directors Think Tank(s).

• 5 events with 50+ attendees to date.

Specialised Training Delivery

A variation of themes that include 'Situational Awareness' training scenarios, enhanced core/soft skills programmes, and bespoke programmes designed for sites staff and customers.

Mentoring and Development Sessions and Documentation

Sessions that include one-to-ones for specific needs and development, advice and guidance, creation of workbooks and toolbox talks, CPD awareness and advice and ad hoc projects for the SLT.

Testing and Exercising

The ability for the planning, preparation, delivery and evaluation of various types of T+E products across the CIS business.







Risk Management and Responsible Business

1. Risk Management (Risk Model)

ESG factors have gained significant importance in recent years as a critical component of enterprise risk strategy. Integrating ESG considerations into our risk management ensures an awareness to identify and mitigate potential risks and enhance long-term sustainability. We have incorporated ESG into enterprise risk strategies as follows:

Environmental Risk:

Our approach to ESG recognises the environmental impact of our business activities and aims to mitigate risks associated with climate change, pollution, resource scarcity, and regulatory compliance. E.g., Working with uniform and energy suppliers. We are taking steps to ensure this impact is reduced as far as possible, 100% sourced renewable energy for Head Office operations and recycled uniform provisions and advising our suppliers on their policy and strategies. Identifying these impacts allows us to manage the potential impact of environmental factors on our operations, supply chain, and reputation. Our strategies incorporating our risk to not only set best practice but also to work with those that strive to be best in class in their own methods to measure and reduce environmental footprint.





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CIS	OUR ESG STRATEGY	ESG GOVER	NANCE AT CIS	SUSTAINABIL	TY PROGRESS	CLIMATE RISK	AND NET ZERO	SUSTAINABLI	E OPERATIONS	Т
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2023		DCIAL RISK	GOVERN	ANCE RISK		R CUSTOMERS INSIBLY	HUMAN	I RIGHTS	RESPONSIBI	LE SOURCING

Social Risk:

We provide services to people, commercial and residential properties. We pride ourselves on being the best at supplying quality personnel, and therefore how we support our workforce both in work and local areas.

Our approach is to ensure we keep social factors related to human rights, labour practices, community relations, diversity and inclusion, and customer satisfaction as a primary goal in our enterprise risk strategy. To enable this ethos, it involves understanding the social impact of CIS's activities and our supply chain, including potential risks related to labour, community presence, potential negative public perception, and stakeholder engagement. Assessing and addressing these social risks ensures we build on our reputation, demonstrate quality resilience, trust, and confidence with our stakeholders, and attract and retain talent and core business remains with us as trusted partners.

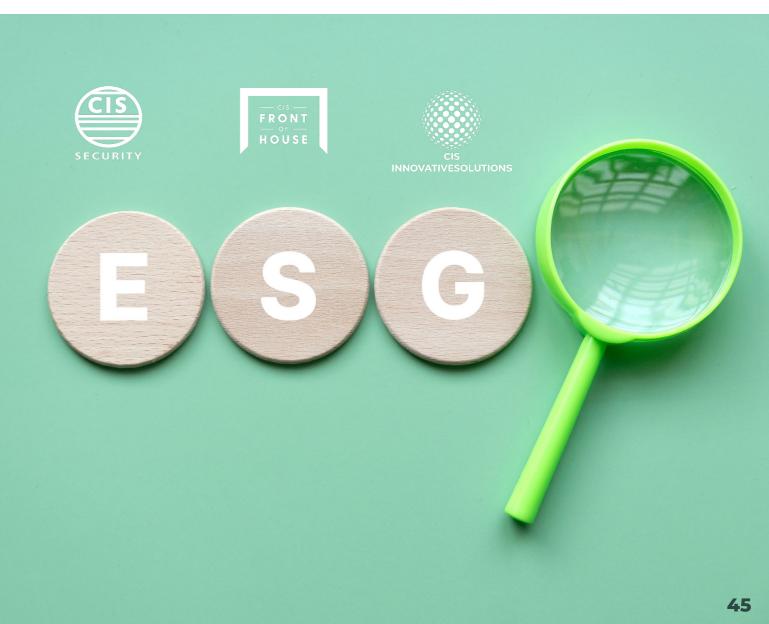
Governance Risk:

We are very aware of the rules, practices, and processes through which we are measured and compared. Striving to attain the highest scores through best practice with our annual audits. Our governance risks encompass issues such as board effectiveness, ethics, corruption, and compliance. Incorporating governance risk into our enterprise risk, evaluating the effectiveness of governance structures, ensuring transparency and accountability, and adhering to regulatory requirements and industry best practices are fundamental practices to guide how we do business.



Key functions to achieve the above include:

- Integrating ESG considerations into the organisation's risk appetite and risk assessment frameworks.
- Establishing ESG metrics and targets to measure performance and progress.
- Engaging with stakeholders to understand their ESG concerns and expectations.
- Ensuring clear accountability for ESG performance at all levels of the organization.
- Reporting and disclosing ESG information to investors, regulators, and other stakeholders.







CIS	OUR ESG STRATEGY	ESG GOVERN	IANCE AT CIS	SUSTAINABILI	TY PROGRESS	CLIMATE RISK	AND NET ZERO	SUSTAINABLE	OPERATIONS	т
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2. Serving our customers responsibly

We understand that every service provider plays a vital role in ensuring the journey towards netzero is achieved. With most of our contracts requiring physical security 24/7/365, We believe the most significant contribution we can make is our presence which provides an opportunity to assist with our customers sustainability and environmental goals and initiatives.

Below we have outlined some of the actions of our Security Teams, which aid in minimising the environmental impact of the portfolios we work on:

- Checking the timings on the external lights and making sure that they are not running power when not needed.
- Assisting in the waste controls to make sure that retailers are disposing of rubbish in the correct manner and in the correct bins.
- Assisting the engineers on some of the shared patrols in flushing checks and water usage in sprinkler systems, toilets etc.

Monitoring for leaks, on external water features, fountains and ensuring the drainage systems around the estate are not backed up, this leading to flooding and then additional resources needed in dealing with the clean-up.

Moreover, as a company we understand that making changes in how we operate plays an important sustainability action to achieve a wider goal. For this reason, we have trailed recycled uniforms for our security professionals on customer portfolios and have also distributed thermal water bottles across key customer portfolios to reduce the plastic usage within the premises we operate in.

We understand more needs to be done in achieving joint goals, which is why our emission reduction initiatives have played a significant role in reducing our customers scope 3 emissions. CIS has ensured that our service providers are also aligned with our goals by providing ESG external consultancy services to ensure a robust service delivery for our customers.



3. Human Rights

At CIS we believe respecting human rights regardless of where we operate is key and we are fully committed in relation to this. We frequently engage with a variety of key stakeholders, such as clients, service partners and suppliers, and employees as well as experts in relation to this field and civil society organisations to support our efforts in line with the Human **Rights Act - UK law passed in 1998 initiated to treat everyone equally, with** fairness, dignity, and respect.

Our employees are regularly trained on such matters through our mandatory training on our e-learning app and in person during our induction sessions. We also ensure all service partners and suppliers adhere to our modern slavery and human trafficking policy and procedures who also go through strict screening compliance procedures as part of our vetting process.











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CIS has employees who are represented by unions and works councils in a number of countries where we operate. We engage directly with our employees and through these associations to discuss issues such as health and safety, remuneration, work hours, training, career development, work time flexibility and equal opportunity. Information related to freedom of association is communicated to employees through various mediums, including employee handbooks, our intranet and employee emails.

All CIS employees are free to join trade unions and we are open to engaging directly with our employees and through these associations to discuss issues such as health and safety, compensation, training, working hours and flexibility, training, equal opportunities and development.

Our focus for 2024 is to:

- Continue to identify new ways to strengthen our procurement processes
- Streamline our robust screening process through software platforms
- Safeguard whistle- Developing protection regimes to ensure that classified and otherwise confidential information is handled properly.



4. Responsible Sourcing

CIS has a great focus on our supply chain and service partners. The ESG department leads our efforts in ensuring that our decisions support our sourcing priorities:

- Expand and support diverse, gender representation with our suppliers and service partners
- Encourage service partner and supplier ESG related initiatives
- Positively and negatively screen our service partners and suppliers on best practice through our robust ESG due diligence process.

In 2022 and 2023, we held service partner and supplier conferences to deliver our message on our approach towards gaining partnerships which embeds a diverse and a mix of gender representation throughout the companies we work with. with.





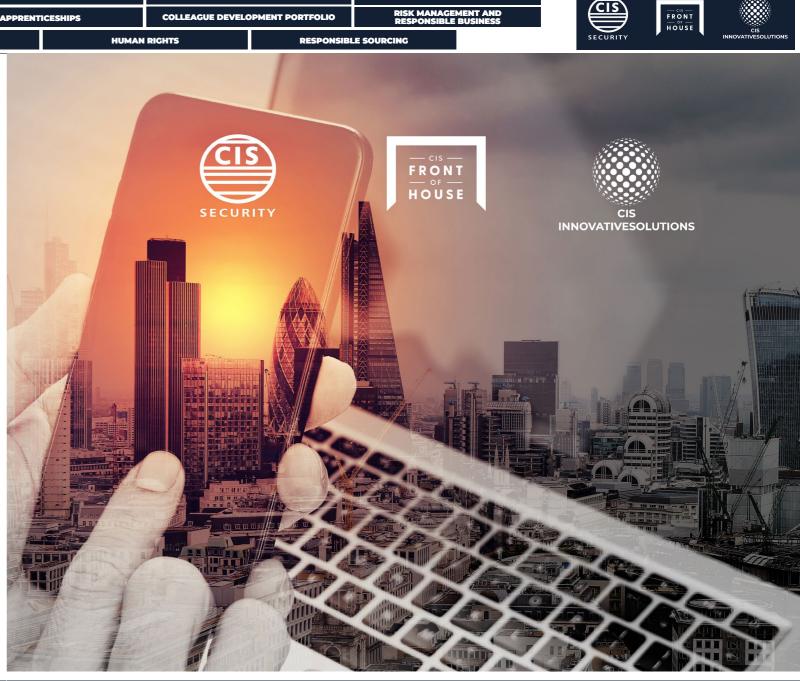


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2023	SOCIAL RISK		GOVERNANCE RISK		SERVING OUR CUSTOMERS RESPONSIBLY		HUMAN RIGHTS		RESPONSIBLE SOURCING	

As we have multiple clients throughout the regions we operate within, we tend to work with multiple service partners and suppliers and where feasible we work with local suppliers and service partners to deliver a robust service. We also encourage correlation on ESG related initiatives with our suppliers and service partners which ranges from ESG awareness training, local community engagement and charitable initiatives which align with our charity partner London's Air Ambulance.

To ensure a sustainable supply chain, in 2022 CIS launched our robust ESG due diligence process where we positively and negatively screen our suppliers and service partners on best practice. There are 3 main stages within the procedure:

- 1. Send our ESG due diligence questionnaire to service partners and suppliers with questions based on the company's procedures and documents in relation to each of the ESG pillars.
- 2. ESG Manager conducts a site visit to ensure the processes and documents within the questionnaire align, while speaking to relevant staff members to gain further understanding.
- 3. A summary of the visit will be documented which will form part of the internal scoring metrics along with the questionnaire.



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We understand that ESG is growing substantially, and some companies may not have the capabilities to have relevant documents or procedures in relation to ESG. In 2023, CIS launched an ESG external consultancy service where we offer our consultancy services to help compile ESG related reports, strategies, policies and ESG upskilling of staff towards our service partners and suppliers. We believe this approach will have the same ethos in driving a sustainable resilient supply chain.







FOR MORE INFORMATION CONTACT:

Jordy Mukudi

ESG Manager M: 07881 359 045 T: 020 8690 1903 jordy.mukudi@cis-security.co.uk 418-426 Lewisham High Street, London, SE13 6LJ