



# Environmental, Social and Governance (ESG) Policy Statement

Wireless CCTV Ltd (WCCTV) recognises that global sustainability challenges, including climate change and human rights, are of critical importance and must be addressed. As a market leading supplier of mobile surveillance systems, WCCTV works closely with stakeholders to help find solutions to these challenges.

To help WCCTV deliver long-term value for our clients, shareholders, and employees, we employ comprehensive risk management policies that include environmental, social and governance risk. WCCTV's ESG Policy Statement outlines the company's commitment and approach to tackling ESG risks.

## **Objectives:**

- Consider environmental, governance, safety and social issues associated with WCCTV's products and services.
- Continually engage with relevant stakeholders, including, but not limited to, local communities, customers, and all levels of government as appropriate, to communicate on ESG matters and priorities.
- Actively develop and improve the long-term sustainability initiatives
- Work with contractors and stakeholders to the extent reasonably possible to improve and advance ESG initiatives
- Promote transparency and timeliness in communication with stakeholders and on ESG matters.
- Follow strict guidelines that prohibit bribery and other improper payments to public officials and
- follow anti-money laundering laws and regulation globally.
- WCCTV has a duty to act in the best interests of its beneficiaries and this extends to making a positive contribution to the long-term sustainability of the global environment

Environmental, Social and Governance (ESG) factors are part of our broader Sustainability Strategy. We consider our key ESG areas to include, but not be limited to, the following:

## **Environment**

- Climate change and greenhouse gas emissions
- Emissions to air, water and land, pollution, and waste
- Biodiversity, deforestation, and land use
- Energy efficiency
- Resource depletion (including water)

## Social

- Excellence in customer service
- Purposeful investments
- Human rights (including modern slavery and child labour)
- Health and safety
- Diversity and Inclusion, and equal pay
- Well-being and development of staff
- Stakeholder and community engagement
- Responsible relationship with suppliers

## Governance

- Anti-bribery and corruption
- Stewardship
- Executive pay
- Board independence, diversity, and structure
- Conflicts of Interest
- Anti-money laundering

## Environment

WCCTV embeds the risk of climate change within its overall business and investment strategies and is committed to playing its part in the transition to a low carbon economy. We are committed to continuously improving the environmental performance of our own business and encourage our customers and suppliers to do the same.

We aim to reduce our CO2 emissions by 50% by 2030 and we have already undertaken multiple corporate initiatives towards this target. These include, engaging a third-party organisation to plant a tree for every employee's birthday, installing communal bins and recycling bins in strategic locations, using energy efficient LED lights, investing in renewable energy, installing motion sensor lighting, and introducing electric/hybrid vehicles to our Fleet.

We endeavour to minimise pollution generated by our business and any associated travel. Where staff must travel and use aviation or long-distance rail travel, where possible, we select offset options provided by the transport provider. Employees are encouraged to decrease their own carbon footprint through a cycle-to-work scheme.

As part of risk mitigation and in order to empower our employees, environmental awareness training is provided to all departments.

## Social



WCCTV's purpose is to provide cutting edge mobile surveillance systems. Our purpose and values govern our business culture and activities. WCCTV considers the creation of long-term social value by the business to be a core part of fulfilling our purpose and values. We believe that the greater the socially beneficial outcomes generated, the higher the likelihood of the long-term stability needed to provide mobile surveillance systems.

WCCTV's commitment to very high standards of customer service and keeping customers and the creation of social value central to our business strategy is reflected in the company's values of 'Customer First' 'Innovation' and 'Quality'.

We believe our people are WCCTV's most important asset and engage with employees on a regular basis. WCCTV seeks to hire and retain the right people to support our strategic and business objectives. We believe that to thrive as a company we must ensure our culture is one that is inclusive, diverse, safe and provides employees with opportunities to learn and grow.

A formal employee engagement survey is performed bi-annually to help us understand how deeply our values and culture are embedded throughout the organisation and to gather feedback from employees about their experience of working at WCCTV.

We are committed to active promotion of Diversity and Inclusion in our relations with employees and others. Our approach comes from our values and capabilities framework. We are committed to the Equality Act although our approach goes beyond that. We believe in consistency and fairness across all people, policies, procedures, and practices.

As stated in our Slavery and Human Trafficking Statement, WCCTV has a zero-tolerance approach to slavery or human trafficking and is committed to acting ethically and with integrity in all its business dealings and relationships. We implement and enforce effective systems and controls to ensure slavery is not taking place anywhere in our own business or in any of its supply chains.

WCCTV strives to be a good corporate citizen and supports initiatives which align with our values and role model best practices. WCCTV's Human Resources Team ensures that charitable actions and giving are part of the company culture. It continues to embark in various charitable events on a yearly basis.

## **Governance**

WCCTV's reputation for service, quality and fair dealing is coupled with our firm commitment to the values of integrity, social responsibility, and responsible environmental stewardship. Adherence to these values serves to attract capable and diverse employees, loyal customers and other stakeholders who are vested in our success, and to distinguish our company as being values-based within our industry. As such, we have written policies and statements of commitment in place that cover the approach and management of various governance topics including, but not limited to, environmental, equality and diversity, health and safety, anti-bribery and corruption, anti-facilitation of Tax Evasion, supplier conduct, code of conduct and ethics and whistleblowing.

WCCTV's Board of Directors is committed to this ESG policy and its purpose. When making any decision, Directors must consider Section 172 of the Companies Act 2006. Section 172 requires company directors to act in good faith and in a way that is aligned to the success of the company. WCCTV believes that to enable alignment, all its stakeholder relationships need to be considered and managed appropriately over the long-term including that of the environment, employees, policyholders, the regulator, suppliers, and the community.

There is no place for bribery or corruption within our business, investments, or supply chains. We believe in paying the tax we owe and believe in conducting all our business in an honest and ethical manner. WCCTV takes a zero-tolerance approach to the facilitation of tax evasion, whether under UK law or under the law of any foreign country. More details can be found in our Anti-facilitation of Tax Evasion Policy (QF12009).

WCCTV has aligned its remuneration structure so that it works in the best interest of our investors, policyholders, and other stakeholders. Employees are rewarded for long-term value creation while making sure they are not incentivised to take unnecessary risks.

We believe that our success is rooted in the diverse nature of the environment in which we operate and is dependent on our ability to leverage differences, collective experiences, variety of backgrounds, talents, skills, and knowledge.

WCCTV recognises that conflicts of interest can occur although should be avoided wherever possible and managed appropriately when they do occur. All employees are alert to the fact that they may be in a position where a conflict may arise and are provided with training on the process of identifying such a conflict, reporting it, and following the processes we have in place to manage such a conflict.



David Gilbertson – Chief Executive Officer

Date: 9<sup>th</sup> January 2025