



www.atec-security.co.uk

T: 03300 58 00 50

ATEC Security Ltd
Unit 1 Element Court
Hilton Cross Business Park
Featherstone
Wolverhampton
WV10 7FE

Corporate and Social Responsibility Policy Statement

INTRODUCTION

This statement is made on behalf of ATEC Security ("we") and sets out our stance and commitment towards managing our corporate and social responsibilities through our policies, procedures, and practices.

OUR POLICIES

Corporate Governance:

The starting points of Corporate Governance are good business practices (accountable, honest, and transparent dealings by the management) and good supervision of this management. We are accountable for ensuring we minimise our impact through responsible business practices, which go beyond our legal obligations, and by responding to the views of our stakeholders, while remaining a profitable, competitive, and growing business. In this way ATEC will provide a high-quality service that contributes to society.

Our people:

We recognise the need to be able to attract, develop and retain employees with the potential, skills, and experience necessary for the continued development of our business.

We are committed to equality of opportunity and an inclusive working environment where all employees are treated equally with courtesy, dignity, and respect and where everyone feels valued.

We are committed to creating a learning culture, supporting our people in working to realise their potential and providing opportunities to ensure that our people are equipped with the skills and knowledge to maximise business effectiveness. We do not discriminate against employees on the basis of their gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age, pregnancy and maternity. These elements are known as protected characteristics. The principle of non-discrimination and equality of opportunity applies equally to the treatment of former staff, visitors, clients, customers and suppliers by members of our current workforce.

This policy and the measures we take to implement it have been devised on the basis of advice from the relevant governmental and professional bodies. We are committed to a program of action to make this policy effective and to bring it to the attention of all employees.

All employees have a duty to act in accordance with this policy, and therefore to treat colleagues with dignity and respect at all times, and not to discriminate against, victimise or harass other employees, whether junior or senior to them. In some situations, the Company may be at risk of being held responsible for the acts of individual employees and will not, therefore, tolerate any discriminatory practices or behaviour.

This policy applies to all ATEC employees, current and future and those that we interact with be they clients or suppliers and to all aspects of our business from recruitment through to dismissal. This policy is included in the company handbook to which all employees have access.

Health, safety, and wellbeing:

We are committed to maintaining and continuously improving standards of occupational health and safety for all our employees, subcontractors and those affected by our activities including the public. We expect the performance of our partners and suppliers to be comparable to ours.

Environment:

We take all reasonable steps to manage our operations to minimise our environmental impact, understand, measure, and manage our carbon footprint and promote good environmental practice.

We will seek to find innovations to deliver balanced sustainable solutions. Where possible we will use alternative materials and methods to optimise the use of resources in collaboration with our clients and suppliers

Our customers and supply chain:

We work in partnership with our customers and supply chain to deliver quality projects on time, safely and with due regard to the environment. We will work with and support our customers in developing sustainable solutions to meet their needs. We will work with our supply chain to maximise value to all partners.

Our communities:

We aim to ensure that our activities cause the minimum of disruption to our neighbours and their communities and, where practical, make a positive contribution to those communities.



Lee Abraham
Managing
Director
07/07/2026