

SECOM PLC Environmental Policy

Policy Statement

SECOM PLC, as a market leader in the installation, servicing, and monitoring of electronic security systems, is strongly committed to enhancing the environment and working in compliance with all applicable legislation and regulations.

Ultimate Objective

Our company's ultimate objective is "To contribute to society through its activities" by creating a safer and more convenient life resulting from the preservation of the global environment.

Our Commitments

Top management at SECOM PLC is fully committed to ensuring best practice throughout the organisation and to sustaining the current accreditation of **BS EN ISO 14001:2015**, which addresses Environmental Protocols. Key commitments include:

- **Continual Improvement:** Monitoring continual improvements of the Environmental Management Systems (EMS) through risks and opportunities.
- **Compliance:** Ensuring that customer and applicable statutory and regulatory requirements are determined, understood, and consistently met.
- **Resource Management:** Setting realistic objectives and targets based on environmental aspects and impacts. Business issues like transportation, stationery and supplies, recycling, and waste minimising are constantly under review to meet targets and continuously improve.
- **Waste Minimisation:** Aiming to minimise waste and ensure effective control, which promotes, where possible, recycling, energy conservation by efficient use, and careful planning.
- **Leadership:** Ensuring the policy and objectives are established for the EMS and are compatible with the context and strategic direction of the Company.

The formal review of this policy occurs once a year unless deemed necessary by changes in legislation or due to improved practices.

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Formal review of this Policy will occur once a year unless deemed necessary by changes in legislation and / or need due to improved practices.

1 Objectives

SECOM PLC sets realistic objectives and targets based on its aspects and impacts. As part of the process for continual improvement, environmental policies, programmes and performance in the interests of prevention of pollution, SECOM will also ensure that adequate financial and physical resources are available to ensure that objectives are met.

Business issues such as transportation, stationery and supplies, recycling and waste minimising are constantly under review to meet targets and to continuously improve.

SECOM PLC aims to minimise waste and ensure that there is effective control, which promotes, where possible, recycling, energy conservation by efficient use and careful planning.

2 Risk & Opportunities

SECOM PLC will consider the issues and requirement that are essential in addressing risks and opportunities towards its EMS by applying the following;

- Assuring that the EMS can achieve its intended results
- Enhance desirable effects
- Prevent, or reduce, undesirable effects;
- Achieve improvements

SECOM PLC shall address and action their risks and opportunities by integrating and implementing actions into its EMS and evaluate the effectiveness of these actions. Actions that are taken will be proportionate to the potential impact on the conformity of products and services.

Options to address risks include avoiding risk, taking risk to pursue an opportunity, eliminating the risk source, changing the likelihood or consequences, sharing the risk, or retaining risk by informed decision.

Opportunities can possibly lead to the adoption of new practices, launching new products, opening new markets, addressing new customers, building partnerships, using new technology and other desirable and viable possibilities to address the needs of SECOM or its interested parties.

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3 Monitoring Compliance

SECOM PLC have implemented measures within core areas of the business which indicate how well the business is performing including meeting objectives, relevant statistics and preventative and corrective maintenance.

4 Communication and Training

As part of SECOM PLC training programme this policy is communicated, understood, implemented, at all levels within the organisation.

5 Management Review

Senior management shall review SECOM's environmental management system, at planned intervals, to ensure its continuing suitability, adequacy, effectiveness and alignment with the strategic direction of SECOM.

6 Document Review

In accordance to British Standard BS EN ISO 14001:2015, SECOM PLC conducts a formal review of the policy once a year unless deemed necessary by annual review in legislation and/or need due to improved practices.

Version No	Amendments	By Whom	Date
	Created January 2020		
4	Update with New MD Signature	D Jones	May 2023
5	New logo header added	D Jones	March 2024
6	Appendix 1 Added re Policy Targets and Objectives	D Jones	Jan 2026

Signed by



Satoru Awano

Managing Director – Secom Plc

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Environmental Policy Targets /Objectives

Purpose and Scope

SECOM PLC are the market leader in installation, servicing, and monitoring of electronic security systems, we recognise that in our day-to-day operations we inevitably impact on the environment in several ways and are committed to reduce that impact through continual improvement in our environmental and suitability performance. This is achieved through our Integrated Management System which meets the requirements of BS EN ISO 14001:2015 as well as all the environmental aspects and impacts specific to our service delivery. This ensures our business procedures and processes are carefully monitored, measured, and controlled to promote a continual improvement in our environmental performance.

SECOM PLC has held the ISO14001 certification since April 2014

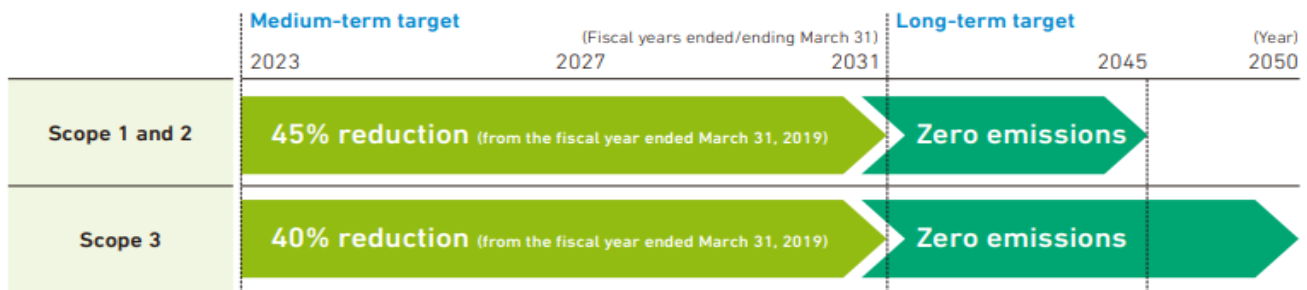
Current certificate expires: April 2026

SECOM.Co is the parent company of SECOM PLC.

Secom Group worldwide has set goals of reducing CO2 emissions by 45% from the base year by 2030 and committed to net zero for scope 1 and 2 by 2045 and scope 3 by 2050.

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Medium- and Long-Term Targets for Reducing Greenhouse Gas Emissions



- These targets have been certified under the SBTi, an initiative that seeks to drive climate action in the private sector.
- We have also joined RE100, a global initiative, with the objective of transitioning fully to electricity generated using renewable energy for our operations by 2045.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

RE100
CLIMATE GROUP



For this long term target, the data from Fiscal year 2018 to present shows that the Secom Group reduction is 48% which is 3 % higher than the proposed 45% targeted for 2031.

Greenhouse Gas Emissions: Actual Results and Medium- to Long-term Targets



Note: The market-based method used to calculate emissions.

(Fiscal years ended/ending March 31, except for 2045)

SECOM PLC provide data and details to support the ESG Data /KPI's, and SECOM Group's Vision.

Objectives:

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Plan for Zero:

Our commitment to reaching net zero is based on supporting the Global company objectives and initiatives:

Infrastructure

- Use smart building technology to maximise energy efficiency.
- Optimise our building square footage.

Resources

- Reduce and or eliminate single-use materials and adopt a circular recycle /use economy.
- Resources with market value/recycled resources and industrial waste.
- Waste management improvements, to ensure Zero landfill and 100% recycled or renewable energy from waste generation by 2030.
- Train 100% of our employees in our Environmental and Sustainability objectives. With an overall objective to provide 50 hours of training per person /year by 2030.

Emissions

- Transition our fleet to 50% of vehicles to be Electric/Hybrid with the remaining being 100% ULEZ compliant by 2030.
- Use 100% renewable electricity by 2045. With the inclusion of Solar energy devices on our buildings.

Climate actions

- Engage with social initiatives aimed to support environmental awareness and sustainability. we engage in community-focused activities in various areas, including crime prevention awareness-raising activities, disaster support, cooperation with local police and fire departments, and collaboration with local companies. This ranges from Child Safety programmes, tackling loneliness in the elderly, Junior Citizen programme and fund raising for many charities both local and national. (Examples: Victim Support, Great Ormond Street Hospital, Comic Relief, Children in Need, Jeans for Genes, Macmillan Cancer Support.)
- Provide outcomes to Secom PLC board of directors and stakeholders as to performance and any issues in meeting the above objectives of this plan.

SECOM PLC is committed to ensure that we:

- Employ systems and procedures that ensure awareness and compliance with all applicable and relevant laws, regulations and other requirements relating to the environment.
- Promote the use of a process approach and risk-based thinking.
- Set documented environmental objectives based on our significant environmental aspects, impacts, compliance obligations and considering our risks and opportunities.

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- Provide appropriate employee training, to enhance environmental awareness of our staff, which ensures environmental issues are considered when managing our premises, planning, implementing, and undertaking all aspects of our service delivery.
- Promote a sustainable and collaborative approach to improving environmental performance in partnership with our clients, supply chain, and other stakeholders by conserving energy and water, minimising consumption, reducing waste, carbon emissions and preferring low pollution, and sustainably sourced materials, therefore maximising efficiency.
- Ensure that we integrate sustainability considerations into our business decisions and procurement activities.
- Maintain an Integrated Management System that incorporates the Environmental Management System (EMS) in accordance with the requirements of BS EN ISO 14001:2015.
- Ensure that all the requirements of this policy are adequately communicated to all staff via our internal intranet, e-learning platform, team discussions and business memos.
- To reducing chemical use, preventing pollution and to minimizing the environmental impact, for the life cycle; (including disposal), of materials, plant, equipment, and any other physical assets under our control. Regular audits completed to assess use and maintain coshh regulations.
- Seek out continual improvement in our environmental performance, through the implementation of our EMS, and the establishment of measurable environmental objectives and targets that are documented, implemented, maintained, monitored, and reviewed. (See Objectives.Appendix1.)
- Put in place adequate controls / mitigation actions to protect the environment from any significant environmental aspects and impacts arising from our work activities. Risk based approach to how we complete our work.
- The above commitments are further applied via our process and procedures of which we measure the performance values and report & review via the EMS committee and the board of directors.

Risk & Opportunities

SECOM PLC will consider the issues and requirement that are essential in addressing risks and opportunities towards its EMS by applying the following.

- Assuring that the EMS can achieve its intended results/targets/objectives. (See appendix1)
- Enhance desirable effects to support the results or productivity.
- Prevent, or reduce, undesirable effects which impact on the results. (Risk Assessments)
- Achieve improvements to support the commitments.

SECOM PLC shall address and action their risks and opportunities by integrating and implementing actions into its EMS and evaluate the effectiveness of these actions. (Risk and Incident management.)

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Actions that are taken will be proportionate to the potential impact on the conformity of products and services. We are committed to complying with laws and regulations related to environmental protection as well as environmental agreements.

Monitoring Compliance

SECOM PLC have implemented measures within core areas of the business which indicate how well the business is performing including meeting objectives, relevant statistics, and preventative and corrective maintenance. Measurements include, reporting of: utilities use, the volume of renewable energies both used and produced. The consumption of fuels, the use of paper, the controls of waste, the re-cycled volumes and the transition of equipment vehicles etc to compliant emissions etc. The above measurements monitor and form the basis of reporting to the EMS Committee and the board of directors for governance and maintenance of our regulatory reporting and accreditation to ISO14001:2015.

Communication and Training

As part of SECOM PLC training programme this policy is communicated, understood, implemented, at all levels within the organisation. All staff are issued with suitable Environmental and sustainability e-learning courses to complete and drive their awareness to support our commitment and objectives. Procurement and supplier engagement are made aware of our environmental commitment's objectives, and they are encouraged to support our drive to make improvements in this area. The strategies around the awareness of our objectives for the EMS also supported by our SECOM Sustainable Heroes a series of poster campaigns to support our drive to conserve energy, to support environment, to support health and welfare and to re-affirm our commitment to look after the planet where we can.

Management Review

Senior management shall review SECOM's environmental management system, at planned intervals, to ensure its continuing suitability, adequacy, effectiveness, and alignment with the strategic direction of SECOM.

The management review ensures that clear understanding of the objectives, the current key performance versus the targeted key performance is assessed and any mitigation is applied or accounted for. The EMS Committee details any new targets inclusions or removals in which the compliance team distribute to the Secom employees for dissemination.

Document Review

In accordance with British Standard BS EN ISO 14001:2015, SECOM PLC conducts a formal review of the policy once a year unless deemed necessary by annual review in legislation and/or need due to improved practices.

Version No	Amendments	By Whom	Date
1	Created January 2020	D Jones	Dec 2025

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Appendix1 below: **Objectives 2025-26 aligned to SDG'**

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Policies



Appendix 1:

Objectives 2025-26 aligned to SDG's

KPI's	Target	Target year
Training hours/person	50 hrs /year	2030
Female managers as a percentage of total management team	20%	2030
Gender pay gap	27%	2030
Percentage of employees completing human rights and harassment prevention e-learning programs	80 %	Annual
Decrease in greenhouse gas emissions from the fiscal year ended March 31, 2019	45%	2030
Renewable energy as a percentage of total energy used	100 %	2030
EVs*5 (excluding special vehicles) as a percentage of total business vehicles.	50% Electric/Hybrid	2030



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