



## CORPORATE SOCIAL RESPONSIBILITY POLICY

Avant Risk Management Ltd supports HM Government CSR Policy and works within the following framework to adopt and promote such values.

### Competitiveness

It is this company's aim to provide such competitiveness in the work place and local area to ensure stakeholders within the business can contribute to realising their own aims. Avant Risk Management Ltd supports and provides training to staff and employees, ensuring that promotion when available is given to the most professional and ethically suitable person.

### Poverty Reduction

Avant Risk Management Ltd, in the first instance and when operationally possible endeavour to recruit qualified local people for local assignments. This has the advantage of promoting the Company locally but also achieving awareness of the suitability of locally qualified people for these assignments.

The staff are aware of the need to recruit locally and support the employee throughout his/her employment with us.

### Community

By employing the services of local suppliers, Avant Risk Management Ltd proves its interest within the community.

The Company wants to attract more people into the Security Industry, thereby developing local talent and invest in their future, by training and progression.

### Environment

The Protection of the environment is of a major interest to Avant Risk Management Ltd, therefore management and staff are aware of good working practice.

By behaving responsible within the workplace, supporting innovation and following Government guidelines, Avant Risk Management Ltd support and protect the environment.

### Work Place

It is of vast importance to the Company that all staff and employees are treated with the upmost respect and professionalism.

Ensuring the welfare of all staff and employees falls to each Head of Department. The provision of training is one method of ensuring that individuals understand their remit or duty to avoid any stress or complications.

Communicating to staff and employees and informing them of a job well done is great for morale and indicates to individuals that they are important. This is often disseminated by memo or word of mouth.

## Governance

Avant Risk Management Ltd remit is to provide Security Personnel. Therefore, we must be transparent within our methods.

Ensuring we have the correct training standards in place, offering the right service and conducting our business at a high level, will instil confidence within present and prospective clients.

All Management, Staff and Employees must be accountable to the Company and client.

Individual performances must be of a significant standard, to ensure continuity of contracts and enhance the reputation of the Company.

Avant Risk Management Ltd will endeavour to raise its performance beyond legal standards.