

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

1. Purpose

Ready Guard Security Services (Pvt.) Ltd. ("RGSS") adopts this Corporate Social Responsibility (CSR) Policy to demonstrate its commitment to ethical business conduct, community wellbeing, environmental protection, and sustainable development. The Policy ensures responsible corporate behavior and positive contribution to society.

2. Scope

This Policy applies to all RGSS employees, guards, supervisors, managers, contractors, vendors, and partners. It extends to all offices, project sites, and community-related activities undertaken by RGSS.

3. CSR Commitments

3.1 Ethical Business Conduct


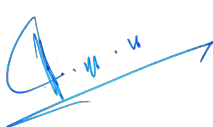
RGSS conducts business with integrity, fairness, and transparency. All operations must comply with legal requirements, internal standards, and internationally recognized ethical expectations. Ethical conduct is essential to responsible corporate citizenship.

3.2 Respect for Human Rights

RGSS upholds human dignity, equal treatment, privacy, non-discrimination, and fair working conditions. These principles guide all interactions with employees, clients, partners, and communities.

3.3 Community Engagement and Support

RGSS contributes to community welfare by supporting local employment, participating in community safety initiatives, offering training programs, and assisting during emergencies or natural disasters. Employee volunteerism is encouraged.

	
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3.4 Environmental Responsibility

RGSS promotes environmental protection through water and electricity conservation, use of solar systems, proper waste management, reduced emissions, and sustainable office practices. Environmental responsibility is shared across the organization.

3.5 Promoting Health, Safety, and Wellbeing

RGSS provides safe workplaces, conducts risk assessments, ensures emergency preparedness, and promotes physical and mental wellbeing. A safe work environment is central to CSR.

3.6 Labor Standards and Fair Employment

RGSS follows fair labor practices including prohibition of forced or child labor, non-discriminatory hiring, fair wages, transparent contracts, and respect for employee rights. All practices comply with local laws and international norms.

3.7 Responsible Supply Chain Practices

RGSS requires contractors and suppliers to uphold ethical sourcing, human rights, environmental management, and anti-corruption standards. Partnerships may be reconsidered for non-compliance.

3.8 Contribution to Economic Development

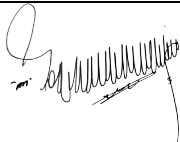
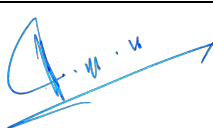
RGSS supports economic growth by creating employment opportunities, supporting local service providers, strengthening the private security sector, and investing in staff training and financial empowerment.

3.9 Transparency and Accountability

RGSS maintains transparency in communication, financial record-keeping, reporting CSR performance, and disclosing relevant information to stakeholders. Accountability reinforces organizational credibility.

3.10 Encouraging Employee Participation

Employees are encouraged to contribute ideas, participate in CSR initiatives, support environmental efforts, and engage in community programs. Active involvement strengthens CSR impact.

	
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3.11 Collaboration with Stakeholders

RGSS collaborates with clients, government institutions, community leaders, NGOs, and development partners to advance shared social and environmental goals.

4. Implementation and Responsibilities

Management provides leadership for CSR initiatives, allocates resources, and monitors performance. Supervisors promote CSR in operations, and employees must follow CSR principles and participate where possible.

5. Monitoring and Evaluation


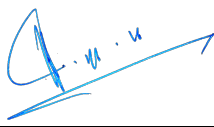
RGSS monitors CSR performance through reviews, community feedback, environmental indicators, and internal audits. Findings inform improvements to CSR initiatives.

6. Continuous Improvement

CSR initiatives evolve based on stakeholder feedback, best practices, and emerging social and environmental needs. Continuous improvement ensures long-term impact and relevance.

7. Commitment

RGSS is committed to acting responsibly and contributing positively to society by protecting the environment, respecting human rights, and upholding ethical standards across all operations.

	
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