

ENVIRONMENTAL MANAGEMENT POLICY

1. Purpose

Ready Guard Security Services (Pvt.) Ltd. ("RGSS") adopts this Environmental Management Policy to guide how the organization protects the environment, reduces operational impacts, and uses natural resources responsibly. The purpose of this Policy is to establish clear commitments toward pollution prevention, sustainable resource usage, compliance with legal requirements, and continual improvement in environmental performance. RGSS recognizes that responsible environmental behavior is essential to maintaining public trust, meeting client expectations, and supporting long-term operational resilience. This Policy applies across all RGSS locations and activities and forms a core component of our governance and ethical business conduct.

2. Scope

This Policy applies to all RGSS offices, client sites, operational locations, field posts, transportation activities, and any workplace where RGSS personnel conduct business. It applies to all employees, subcontractors, suppliers, and any third party acting on behalf of RGSS. All individuals are required to follow the environmental expectations outlined in this Policy as part of their professional obligations.

3. Environmental Commitments

3.1 Responsible Resource Use

RGSS is committed to using all natural resources—including water, electricity, and fuel—responsibly and efficiently. Employees must avoid unnecessary consumption, use resources carefully, and support organizational initiatives aimed at reducing environmental impact. The organization promotes mindful behavior in daily operations and encourages individuals to take personal responsibility for reducing waste and conserving resources. Resource use is monitored periodically to identify areas for improvement and set meaningful environmental objectives.

	
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3.2 Water Conservation

Water is a critical natural resource, and RGSS emphasizes the need to reduce wastage through awareness and responsible use. Employees must report leaks, avoid excessive use during cleaning or daily tasks, and follow water-saving practices established by management. Where feasible, RGSS will install water-efficient fixtures and maintain plumbing systems to ensure no unnecessary losses occur. The organization conducts periodic awareness sessions to reinforce the importance of water conservation.

3.3 Energy Conservation and Electricity Efficiency

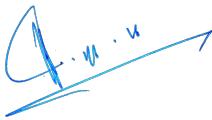
RGSS actively works to minimize electricity consumption and increase energy efficiency across all facilities. Employees must ensure lights, air conditioners, fans, computers, and electrical equipment are switched off when not required. Energy-efficient appliances and systems are prioritized where possible to reduce operational load and environmental impact. Electricity conservation contributes directly to lower emissions, cost savings, and enhanced sustainability across the organization.

3.4 Use of Renewable Energy (Solar Systems)

RGSS uses solar energy as part of its commitment to clean, renewable power and reduced dependency on conventional fossil-fuel energy. Solar installations help reduce carbon emissions, increase energy reliability, and lower environmental impact. The organization ensures these systems are maintained, monitored, and expanded where feasible to further strengthen renewable energy use. Investment in clean energy is a key part of RGSS's environmental improvement strategy.

3.5 Paperless Operations & E-Governance

RGSS promotes a paperless work environment to reduce paper waste and improve digital efficiency. Employees are encouraged to use email, digital documentation, electronic approvals, and cloud-based systems instead of printing. Paper usage is limited to essential requirements only, and the principle of "Print Only When Necessary" must be followed across all departments. Digital workflows increase transparency, reduce storage needs, and support environmental sustainability.

	
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3.6 Sustainable Transportation & Carpooling

RGSS promotes carpooling for employees traveling to similar work locations to reduce fuel consumption and emissions. Where operationally possible, multiple employees share transport routes to optimize vehicle use. Company vehicles and generators must be maintained to ensure minimal emissions and maximum fuel efficiency. Unnecessary idling of vehicles is strictly prohibited to reduce pollution and energy waste.

3.7 Waste Management and Pollution Prevention

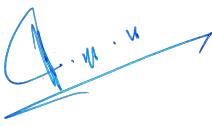
RGSS is committed to responsible waste management, including proper segregation, storage, handling, and disposal of all waste streams. Waste is categorized into recyclable, non-recyclable, and hazardous waste, and disposal must follow internal procedures and legal guidelines. Hazardous waste, including batteries, electronic equipment, chemicals, or medical waste, must only be handled by authorized personnel and disposed of through approved service providers. Employees must prevent littering, improper disposal, or behaviors that harm the environment. RGSS prioritizes reuse, recycling, and reduction of waste at source.

3.8 Air Quality & Emissions Control

RGSS takes measures to minimize emissions generated from operations, including vehicles, generators, and fuel-powered equipment. All equipment must be maintained regularly to reduce smoke, fumes, and airborne pollutants. Fuel and chemical storage must follow safe handling procedures to prevent accidental releases or environmental contamination. RGSS supports operational practices that reduce carbon emissions and improve air quality in the communities we work in.

3.9 Compliance with Environmental Laws & Standards

RGSS complies with all national environmental regulations, including the Pakistan Environmental Protection Act (PEPA) and any provincial environmental rules. The organization aligns its practices with internationally recognized environmental principles similar to ISO 14001 and general environmental best practices. Environmental requirements from clients, regulatory bodies, and internal audits must be followed strictly. Non-compliance will result in corrective action and may lead to disciplinary measures depending on severity.

	
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3.10 Environmental Awareness and Training

The organization provides awareness sessions and training to ensure employees understand their environmental responsibilities. Training includes waste handling, resource conservation, pollution prevention, emergency environmental response, and relevant legal requirements. Employees must actively participate in these programs and apply the learning in their daily work. Supervisors are responsible for reinforcing environmental awareness and ensuring compliance.

3.11 Continuous Improvement

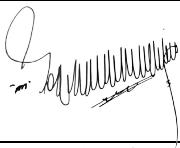
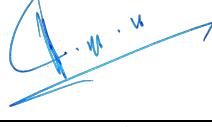
RGSS strives for continuous improvement in environmental performance through monitoring, audits, inspections, management reviews, and stakeholder feedback. Environmental impacts are evaluated periodically to identify risks, gaps, and opportunities for improvement. Corrective and preventive actions are implemented where necessary to strengthen environmental performance. Sustainability is treated as an evolving responsibility requiring consistent attention and responsible decision-making.

4. Roles and Responsibilities

Management ensures environmental policies, procedures, and resources are in place. Supervisors enforce practices, ensure proper waste handling, and report environmental incidents. Employees must use water, electricity, and materials responsibly, follow all procedures, and report any environmental issues immediately.

5. Commitment

RGSS is committed to protecting the environment, reducing pollution, conserving resources, and implementing sustainable practices across all operations. Through responsible environmental behavior, RGSS contributes to a cleaner, safer, and more sustainable future for its employees, clients, and the communities it serves.

	
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