Business Sustainability Policy

DISTRIBUTION

This Business Sustainability Policy is communicated to all employees. A copy is available at the Head Office, held in the sites folder, and published on the internal company shared drive. All employees are encouraged to read it and communicate any queries to a Director.

Revision History

Issue Number	Review Date	Changes	Signed
01	22/09/2023	Original version	
01	22/09/2023	Signed off	
01	20/09/2024	Review	
01	19/09/2025	Review	
02	20/05/2026	Address Updated	
02	18/09/2026	Review	

1. Introduction

ZAM FM LTD is committed to integrating sustainable practices into all areas of our business to ensure long-term success, environmental responsibility, and positive social impact. As a UK private security guarding company, we recognise our responsibility to minimise our environmental footprint while enhancing the safety, security, and well-being of the communities in which we operate.

2. Scope

This policy applies to all employees, contractors, and stakeholders of ZAM FM LTD. It outlines our commitment to sustainable business practices, environmental stewardship, and social responsibility, and guides our decision-making processes.

3. Sustainability Objectives

To achieve our sustainability goals, we commit to the following key objectives:

- **Environmental Responsibility**: Reduce our environmental impact by minimizing energy consumption, reducing waste, and promoting eco-friendly transportation and technologies.

- **Social Responsibility**: Support local communities by promoting diversity, fair labor practices, and providing safe and inclusive workplaces.
- **Economic Sustainability**: Ensure long-term financial viability by managing resources efficiently and fostering innovation in security services.
- **Compliance and Transparency**: Adhere to all relevant environmental, social, and economic regulations, while maintaining transparency with our stakeholders.

4. Environmental Responsibility

We aim to minimize our environmental footprint by:

- **Energy Efficiency**: Implementing energy-saving measures in our offices and operations, such as using energy-efficient lighting, heating, and air-conditioning systems.
- **Sustainable Transportation**: Encouraging the use of low-emission vehicles and public transportation for employee commuting and business travel. We will explore partnerships with electric vehicle providers where feasible.
- **Waste Reduction**: Reducing, reusing, and recycling materials wherever possible, including paper, plastic, and electronic waste. We will also engage in responsible disposal of hazardous materials.
- **Carbon Footprint**: Monitoring and reducing our carbon footprint through eco-friendly practices and offsetting unavoidable emissions where possible.

5. Social Responsibility

ZAM FM LTD is committed to being a socially responsible employer by:

- **Diversity and Inclusion**: Promoting diversity and equal opportunities for all employees, regardless of gender, race, age, religion, or background. We will foster an inclusive workplace where all individuals feel respected and valued.
- **Fair Labor Practices**: Ensuring fair wages, reasonable working hours, and safe working conditions for all employees and contractors. We are committed to upholding human rights and opposing any form of forced or child labour.
- **Community Engagement**: Supporting the communities we serve by engaging in local initiatives, providing employment opportunities, and contributing to community safety programs.

6. Economic Sustainability

Our approach to economic sustainability is driven by:

- **Innovation**: Investing in new technologies and methods to provide security services more efficiently and with reduced environmental impact.
- **Risk Management**: Identifying and mitigating economic risks that may affect the long-term viability of our business while ensuring continuous improvement in our operational processes.
- **Partnerships**: Establishing strategic partnerships with suppliers, clients, and industry stakeholders who share our commitment to sustainability.

7. Implementation and Accountability

- **Training and Awareness**: All employees and contractors will be educated and trained on the importance of sustainability and how they can contribute to the company's goals.
- **Leadership Commitment**: Our leadership team is dedicated to driving sustainability efforts and will ensure the necessary resources are allocated for the implementation of this policy.
- **Monitoring and Reporting**: We will continuously monitor and assess our environmental and social impacts and will report annually on our sustainability performance. Regular reviews of this policy will be conducted to ensure alignment with the latest sustainability standards and best practices.

8. Continuous Improvement

We will continuously seek opportunities to improve our sustainability practices. Regular feedback from employees, customers, and stakeholders will be used to update and refine our policies and initiatives. We are committed to setting and reviewing sustainability targets as part of our broader business strategy.

9. Conclusion

ZAM FM LTD is committed to creating a positive environmental, social, and economic impact through our business practices. We believe that integrating sustainability into our operations will not only benefit the planet and our communities but also enhance the long-term success of our business.

Managing Director

Name: DANISH IFTIKHAR

Sign: 

Dated: 22/09/2023