



Environmental Social and Corporate Governance Report

(2024)



OUR MISSION

We strive to conduct our business in a manner that demonstrates our concern for the global environment and our desire for the well-being of all people.

Veritech continue to approach their business around the sustainable development goals which include good health and wellbeing, gender equality, decent work and economic growth, reduced inequalities, sustainable cities and communities, and responsible consumption and production. Our environmental impact remains a focus and we continue to engage with reducing our carbon footprint. Whilst we navigate the post-pandemic world, the business and our colleagues face new challenges with the rising cost of energy, fuel, and the impact this will have on our business finances and colleagues' living standards. Our focus as a team is to ensure that the economic environment does not unduly impact our colleagues, customers, and the strides we have made against our environmental goals.

I would like to conclude with a final thank you and expression of pride for my colleagues, customers, and partners for what has been achieved and detailed in the enclosed report. Of course, we welcome your feedback. You can contact Paul Oldridge at paulo@veritech-systems.com. We are interested in your opinions and ideas as we continue our work to improve the lives of the communities in which we serve

RAISING THE BAR

Plant Charter

Veritech is very proud to announce that they have become the 17th signatory of the Supply Chain Sustainability School's "Plant Charter", marking a significant milestone as the first security company in the UK to join this initiative. The Plant Charter represents a collective commitment among supporting organisations to significantly reduce their carbon emissions, aligning perfectly with our ongoing efforts to enhance sustainability within the security sector.



The Plant Charter, developed by the Supply Chain Sustainability School's plant

group, is a testament to the industry's collective resolve to address the urgent need for reduced carbon emissions. It outlines a series of commitments that signatories must adhere to, focusing on reducing the environmental impact of their operations and promoting sustainable practices.

Paul Oldridge, Managing Director of Veritech Systems, has been a vocal advocate for integrating sustainability and innovation into our core business strategy. "Our business places a strong emphasis on understanding and managing environmental impacts while also prioritising sustainability and innovation," he stated. This approach is not just about adhering to responsible business practices; it's about positioning Veritech Security as a leader in offering clean, efficient solutions for construction projects, thereby providing our clients with value that extends beyond security.

Paul further emphasised the importance of a unified approach to sustainability across the supply chain. "Partnering with organisations like the Supply Chain Sustainability School is crucial for aligning with best practices and promoting sustainability throughout the industry," he remarked. By signing the Plant Charter, Veritech Security not only demonstrates our leadership and commitment to positive change but also encourages others within the sector to embark on a similar path of sustainability.

This partnership and commitment to the Plant Charter highlight our proactive stance in reinforcing sustainability within our operations and the broader industry. It's a step that not only underlines our dedication to environmental responsibility but also sets a new standard for the security and construction sectors to follow. We believe that through such initiatives, we can contribute to a more sustainable, efficient, and responsible supply chain ecosystem, ultimately benefiting our planet and future generations.



Paul Oldridge,
Managing Director,
Veritech Systems.

Governance Standards

Veritech is fully certified to ISO14001 and has remained so since 2020. Our rigorous processes and procedures remain in place to ensure that the highest possible environmental standards are maintained. Our comprehensive environmental and sustainability policies exist to promote a positive impact on the environment and develop processes to lower energy, reduce waste and pollution, and mitigate the risk of emergency situations.

Training

Last year, the staff at Veritech successfully completed their environmental training. At the same time, Veritech's MD, Paul Oldridge, completed his course/training for his Diploma in Environmental Management. The Health & Safety Director, Stuart Wright, also passed his level 6 in Occupational Health & Safety, making Veritech one of the highest qualified directors in a security company in their industry.

Committees

The Health & Safety Committee was in place to create an environment where everyone encompasses Health & Safety into their daily work schedules.

The FIR Committee (Fairness Inclusion & Respect) was recently formed by the MD, Paul has experience in promoting equality and it has become a culture within Veritech Systems.

With Veritech's Environmental Committee in place, we can effectively manage our waste, report on our carbon footprint, and introduce new and alternative environmental schemes.

In the corporate world, balancing security with environmental responsibility is becoming increasingly important. At Veritech Systems, we specialise in providing security solutions that not only safeguard business premises but also support our customers' sustainability goals.

Offset Earth

Our collective home is in the process of being turned totally upside down, leading to strife for almost all life on Earth. We know it's preventable. And we know it's not going to save itself. So, it is up to us to solve it. But what levers can we pull? Reducing our carbon footprint is entirely necessary, but the transition of change is far slower than the time we have remaining. The tools that we associate with fighting climate change are inadequate. What if that changed and the billions of us who care became empowered?

There are enough climate solutions out there right now that, if we supported them, it would undo 30 years of carbon damage by avoiding 1,500 billion tons of CO₂. This is our opportunity and so far we have planted 2,483 trees and funded 58 projects.



Carbon Reporting – (2024)



Veritech has upgraded their building by replacing all conventional boilers with Air Source Heat Pumps. Sensors now control all corridor and walkway lighting, and all lights throughout the building have been upgraded to LEDs.

The company has added three hybrid vehicles to their fleet, with a goal to transition the entire fleet to electric/hybrid by 2030. Additionally, Veritech is exploring the installation of solar panels on office roofs and is promoting a culture of minimising printing whenever possible.

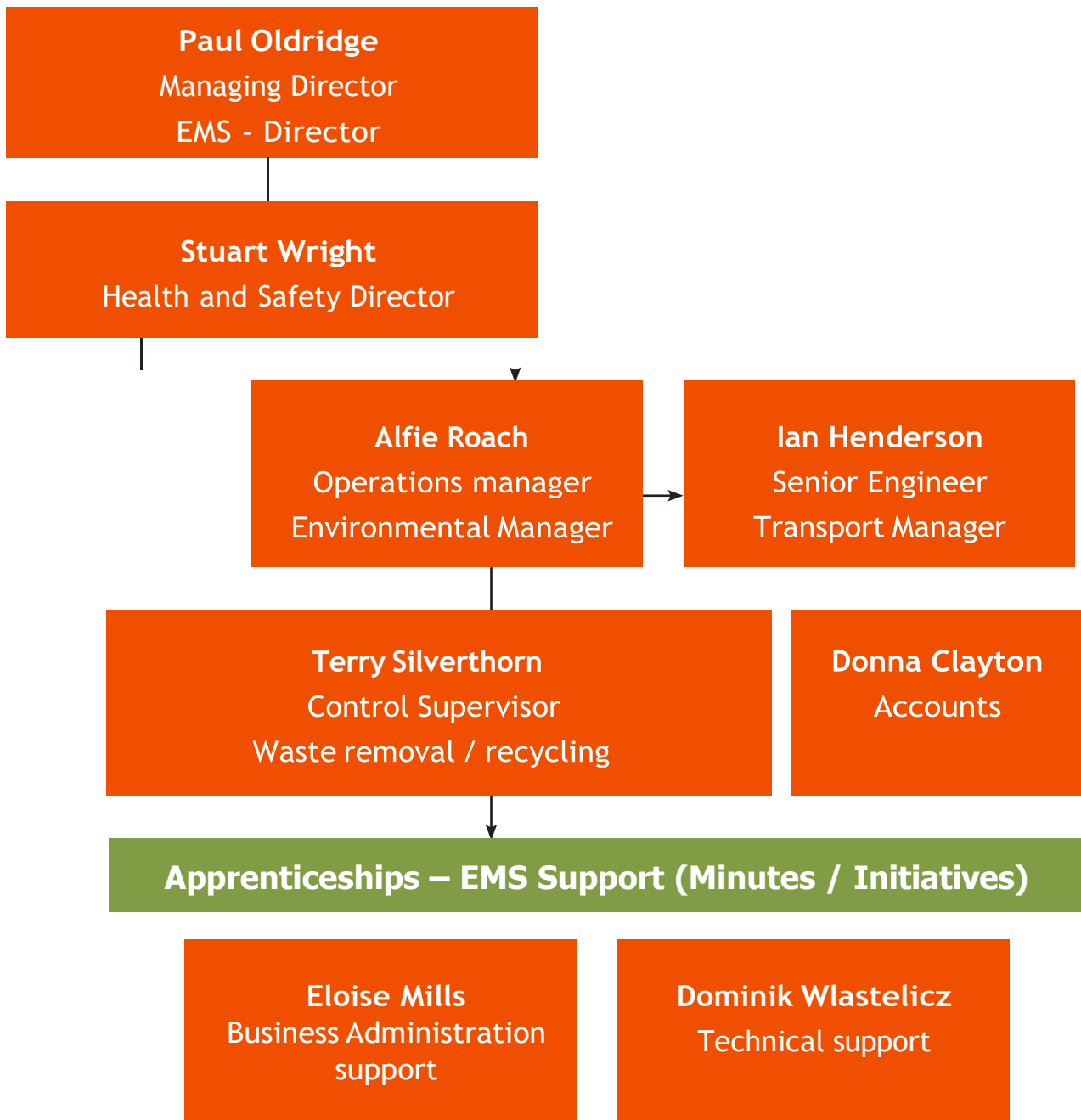
We have a staff fruit and vegetable garden and have planted 12 oak trees in the company grounds, with employees having the opportunity to have a named plaque with each tree.



2024 Stats

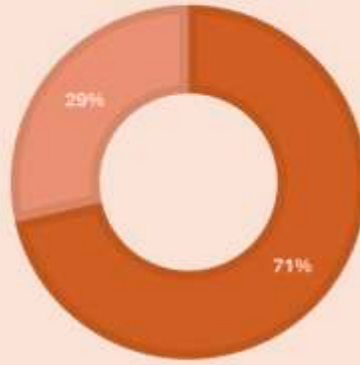
- 25 sacks of confidential waste were collected
- 201.11 cubic meters of water was consumed
- 207.07 cubic meters of wastewater
- 51962.00 KW was consumed
- 21009.26 litres of fuel were used in the year
- 976543 sheets of paper were used
- 65.4 tons of CO2 for our carbon emissions
- 66.7 tons of CO2 for our carbon offsetting
- 11.65 litres of ink used.

Veritech Systems Ltd – Environmental structure 2024 - 2025



EMPLOYEE PERCENTAGE

■ Men ■ Women



Growth

11%



Ethnicity

21%



Benefits

28

Workforce growth

57

in 2023

61

in 2024



FIR (Fairness Inclusion & Respect)

The Fairness, Inclusion and Respect (FIR) programme is an industry-wide initiative that aims to make workplaces better for everyone. The programme provides free, industry-endorsed training and resources, guidance, and materials that support businesses to be more innovative and profitable by addressing workplace culture challenges, and helps attract and retain people from the full pool of talent.

We have received great feedback from our first staff feedback survey, and we are very glad the teams are incorporating FIR into their everyday responsibilities. We have set up a FIR training matrix that allows us to monitor the programs we have assigned to specific task groups. Over the next 4 months, we will be conducting training sessions, including workshops, e-learning modules, videos, and presentations. We would like to thank “SCHOOL sustainability” for giving us the tools and support to encompass FIR into our organization, we also are proud to have a 2 FIR Ambassadors to Veritech, Silber and Bronze.



The People Matter Charter

Diversity, exploitation, wellbeing, employment conditions and training & skills are common challenges faced by organisations and their supply chains. People issues are vast, yet all connected.

The People Matter Charter was created to help organisations up and down the supply chain address these challenges together, in one workforce strategy. The Charter has eight commitments that can apply to any organisation, of any size.

By committing to the Charter Veritech Systems will:

- Demonstrate to clients your commitment to engage and develop your workforce
- Increase staff retention
- Improve wellbeing and help decrease absenteeism
- Improve supply chain resilience
- Adapt to the needs of an evolving industry
- Collaborate with industry to improve labour standards across the value chain

The Managing Director, Paul Oldridge, has completed the relevant courses has signed the commitment form and is now a signatory on the charter.



What our people say



Donna - Accounts supervisor

The company Veritech is a very good company to work for, the standards are very high.

The work environment is very good, I have a disability and they have been very good, helpful and supplied any equipment needed.



Dom - (Apprentice) Network Architect

“Veritech is an exceptional workplace, especially for foreigners like me. The inclusive and welcoming environment has made my experience truly enriching. The company ensures a healthy work-life balance and provides numerous opportunities for professional and personal growth. During my tenure at Veritech, I've gained invaluable knowledge and achieved significant milestones”



Eloise - (Apprentice) Business administrator

As an individual I believe the company is thriving every week with new sites, and this gives many opportunities for professional growth within the company. The team within the Veritech office are strong willed and motivated, the standards are high, and this is what keeps everyone motivated, all Veritech employees are productive which makes the work environment positive.

Veritech treat each employee fairly and respects their gender, cultural background, and career experiences.



Alfie - Operations manager

“Working at Veritech Security has been a remarkable experience. The company's dedication to high standards, equality, and a healthy work-life balance is truly commendable. Their focus on quality service and an inclusive environment has significantly enhanced my job satisfaction. With clear direction and supportive policies, Veritech Security goes beyond industry expectations, making it an outstanding place for professional growth.



Stuart - Health & Safety Director

I believe our company demonstrates high standards through a commitment to inclusion and a positive culture from the top management tier. We provide an excellent life balance through flexible working and learning from active employee engagement. We understand that individuals need help and support to become a team that can achieve great things.



Alex - Senior Operations Manager

“Having worked with Veritech for the past 13 years the team have provided me with training and support to help my career growth. The access to resources and experienced Management has been invaluable and ensures that the entire team are of the highest quality.”



Community Engagement

The directors and senior management of Veritech Systems Ltd recognise the importance of responsible community engagement as an integral part of its business activities.

Veritech's Community Engagement Policy recognises that all stakeholders with whom we engage have rights and deserve respect, and this guides the way that we collaborate with the communities and stakeholders with whom we work.

- Veritech installed a **“defibrillator”** on their building for use by its staff and the local community.
- Veritech sponsors and supports the **“Solent Thrashers”** and **“Totton Football Club”**.
- Assisting the local council and police, Veritech built and installed a **“dog pound”** to help during winter periods.
- Veritech supports **“Lyndhurst Doctors surgery”** by replacing their CCTV system at no cost and providing ongoing support.
- Veritech recently organized a **“counterterrorism awareness”** seminar for their client, **“Solent University”**, at their Southampton grounds for local residents, students, and businesses.
- Veritech is currently planning to host a **“Charity Gala”** on October 10, 2024, to raise funds and awareness for their corporate partner, the **“Hampshire & Isle of Wight Air Ambulance”**.
- Veritech operates its own **“neighborhood watch”** platform to offer free security advice and support for residents and businesses, sharing important information about crime prevention and deterrence.
- Veritech has welcomed two new **“apprentices”** to learn the functions of the business and support their learning development.
- Veritech is organising a charity open day event in August 2024 to raise awareness and funds for the **“Hampshire & Isle of Wight Air Ambulance”**. The event will feature CPR learning opportunities, a helicopter simulator, and other educational and fun activities for children and adults.

Furthermore, Veritech recognises that working proactively with communities is integral to a viable future.

The objectives of the Company's commitment to community engagement are to:

Be proactive and transparent in our engagement with communities.

- Contribute to the local community by donating equipment and or funds.
- Contribute to developing community programs through appropriate participation and support.



Engagement with Charities



- Veritech raised £1,330 for the **“Hampshire & Isle of Wight Air Ambulance”** through contributions from staff and contractors. This has become an annual fundraising event where new ideas for raising money are discussed.
- Veritech Systems continues to donate money to the charity **“Reach my Street”**. They exist to help alleviate the devastating effects of poverty in our communities by providing desperate families with nutritious food.
- Veritech donated £1,000 to help with the **“Ukraine humanitarian crisis”** at their border.
- Veritech makes donations to **“Youth Options”**, established in 1937, that empowers and supports children and young people across Hampshire to improve life opportunities for a better future.
- Jo Oldridge, Veritech's credit controller, raised funds for the charity **“Spread a Smile”** by participating in two events: the Chilterns 50K walk and the **“50K Winter Walk”** through Action Challenge. “Spread a Smile” aims to bring joy and laughter to seriously ill children during their hospital stays.
- Veritech consistently offers complementary CCTV to the **“Alexander Devine”** charity.
- Veritech provides complementary security services to the **“Hampshire and Isle of Wight Trust”**.
- Veritech is the main coordinator for the local **“Neighborhood Watch”** at their head offices.
- Every Christmas, Veritech supports the annual **“Children’s Lantern Charity”**.
- Installed CCTV to support **“The Avenue Centre”** and their community outreach. They are a team of committed professional workers who comprehensively support parents and children who might otherwise find themselves isolated and in crisis.





Hampshire and Isle of Wight Air Ambulance

Veritech Systems are proud to now be Corporate Partners with the Hampshire and Isle of Wight Air Ambulance. We will continue to raise more in the coming months and volunteer for local charity events. HIOWAA gives presentations on what they do as a charity and the work that the crew are involved in.

The type of activities that HIOWAA will bring to Veritech include:

- Educational fun days.
- Team building - in various forms.
- Staff volunteering opportunities.
- Helicopter simulator



For more details and to view the full report, please contact

Paul Oldridge at paulo@veritech-systems.com.

This concludes the reproduction of the “Environmental Social Corporate Governance Report (2024)”. If there are any specific sections, you need more detailed information on, feel free to ask!