

CORPS
— Est. 1859 —
SECURITY

**Environmental, Social and Corporate
Governance Report**
June 2024

Foreword

Mike Bullock



In the context of this year's ESG Report, it is pleasing to see that sustainability is becoming a scientific, empirical and fundamental part of our broader business strategy. Last year, I emphasised the importance of building out our data collection and analytics capabilities, developments which will mean our sustainability strategy is increasingly grounded in factual information, allowing us to better understand and report on our progress.

This has been a key area of progress through 2023, especially around emissions reporting. Last September, we partnered with Neutral Carbon Zone, utilising its platform to track our net zero journey meticulously. This collaboration empowers us with the robust tools to monitor, report and reduce emissions across our entire value chain. Additionally, by adopting the EcoVadis rating methodology, we can comprehensively evaluate our sustainability policies, actions and outcomes. For Corps Security, these partnerships underscore our commitment to driving positive environmental change through transparency and impactful sustainability practices.

In July 2023, we hosted our annual conference as a certified carbon neutral event. As well as being a moment of symbolic importance, the occasion allowed us to showcase our environmental advancements and educate colleagues on our actions and commitments. One action in which we are especially proud is having integrated hybrid and electric vehicles into our fleet, installed charging stations at key locations, and incentivised environmentally friendly vehicle adoption.

Corps has always been a company with a conscience. Set up in 1859 to provide employment to soldiers returning from the Crimean War, we proudly stand today as a social enterprise that continues to support the veteran community. Last year, we continued to embed social enterprise values and actions into our business. We have stepped up charitable activity and fundraising, an important highlight being our commitment to invite customers to allocate 1% of revenue from new contracts to Combat Stress, a charity offering therapeutic and clinical community and residential treatment to former members of the

British Armed Forces. This requires working with like-minded clients who share our values. At the other end of the value chain, we have shifted towards collaborating with socially driven enterprises in our procurement activities.

I am also proud of the steps we have taken to make Corps a fundamentally better place to work. This goes far beyond being a Real Living Wage Recognised Service Provider, something I have long advocated for and will continue to do so after standing down from my role as Co-Chair of the Recognised Service Provider leadership group. Our benefits package is as competitive as it has ever been, with several new enhancements made during the past year. We continue to benefit from an extremely dedicated cohort of colleagues who enjoy working with us, and Corps is proud to be home to such a diverse group of people. Corps Together seeks to unite all colleagues in ensuring the provision of a safe and inclusive workplace. Last year, our Guardian Network expanded through the formation of seven new colleague networks.

I would like to thank everybody who has contributed to the achievements in this report, from colleagues and customers to suppliers and partners. There is more to come across all three components of ESG. Now we have the levers in place to underpin much of our future work with real-world data, the time has come to really kick on towards our net zero target while maintaining our commitment to veterans in need through our social enterprise values and adherence to sound governance principles.

Our door is always open. If you have a view on this report or any aspect of our ESG activities, you can contact the team at socialvalue@corpssecurity.co.uk. We will always be interested in and receptive of your opinions and ideas.

Mike Bullock
CEO
Corps of Commissionaires Management Ltd

A handwritten signature in black ink, appearing to read 'M. Bullock', written over a light grey horizontal line.

Environmental

During the last year, Corps Security has sustained its commitment to environmental responsibility, prioritising transparent communications with our colleagues, customers, suppliers, and the communities we serve.

The organisation has made several substantial investments to better understand, measure and monitor progress towards achieving net zero emissions by 2050. Enhancing the accuracy of our emissions reporting has been a focal point, providing a clearer picture of our overall environmental footprint. Notably, we have made strides towards gaining a fuller understanding of our Scope 3 emissions. Here, relationships with key partners such as Carbon Footprint and Neutral Carbon Zone have proven critical, enabling us to identify opportunities for green improvements across the entire Corps value chain.

We were proud to host our July 2023 annual conference as a certified carbon neutral event – a platform from which we showcased our environmental advancements and educated our colleagues on our actions and commitments. In the past year, we have integrated hybrid/electric vehicles into our fleet, installed charging stations at key locations, and incentivised environmentally friendly vehicle adoption.

It has been a busy 12 months, a period which has seen the entire company come together. The environmental advances we have made, both in terms of our emissions reporting capabilities and emissions reducing actions, will be outlined in this section of the report.

Enhancing our emissions visibility and reporting

The key elements we were eager to address in 2023 were broadening the scope and testing the accuracy of our measurement and reporting processes to establish a much deeper understanding of our emissions and how to control them. We have worked closely with several external partners to achieve this goal.

In September 2023, we signed a formal agreement with Neutral Carbon Zone to utilise its carbon management and certification platform to track our journey to net zero. This partnership will provide us with all the tools we need to monitor, report and reduce the emissions of our entire value chain – efficiently and effectively.

Internally, we have been busy implementing several new processes to collect more Scope 3 emissions data. The finance department, for example, has collected details of all staff expense claims during 2023. This was an enormous undertaking, but one which has provided valuable information that contributes to our growing understanding of Corps' Scope 3 emissions.

In terms of Scope 3 emissions relating to transportation, senior teams provided a detailed breakdown of their 2023 travel activities via a manual spreadsheet. The insights gathered from this exercise have revealed areas where both cost and emissions savings can be realised.

For 2024, we are going a step further by changing the way we process and document travel activity. Previously, travel expenses were categorised under a single code regardless of the mode of transportation used. To give us greater visibility and accountability, a simple yet impactful change has been implemented to accurately track emissions associated with flights, taxis, trains, and hotel stays. This move will not only improve data accuracy but also empower more informed decisions regarding travel choices and emissions reduction strategies moving forwards.

Furthermore, using the EcoVadis rating methodology, we can measure the quality of our sustainability management systems through policies, actions, and results. In 2023, we achieved Silver status, and our sights are now set on obtaining Gold.

When partnering with these organisations, alongside others such as Avena and PCR Global, Corps fully engages with any recommendations and advice offered that aims to improve our environmental impact.

Working alongside Carbon Footprint, we have continued to update our annual [Carbon Reduction Plan](#) and make our [Carbon Footprint Appraisal](#) available each year for everyone to review. In addition, we continuously review our Carbon Offsetting Programme and, in the last 12 months, have begun to explore further opportunities in biodiversity as an alternative – or in addition to – tree planting and replenishment schemes.

Scope 1, 2 and 3 emissions: 2023 performance

The table to the right gives a detailed description of Corps' emissions for 2023, including a breakdown of Scope 1, 2 and 3 emissions and what has been calculated within those Scopes.

Scope 1 emissions, which primarily concerns gas consumption and emissions generated by the company vehicle fleet, amounted to 220.7 tonnes of CO₂e. This compared to 151.1 tonnes of CO₂e in 2022.

Scope 2 emissions, which concerns our electricity consumption, amounted to 45.6 tonnes of CO₂e. This compared to 41.5 tonnes of CO₂e in 2022.

Due to the aforementioned increase in data collection activities carried out through 2023, it is difficult to present a fully accurate picture of Scope 3 emissions. These arise from a wide variety of sources which can only be indirectly controlled by the organisation. Typically, they include business travel, commuting, water consumption, waste disposal, deliveries and material purchases.

Emission Scope	Source	kWh Equivalent	tCO ₂ e (location based)	% of Total Energy (TEC)	% of Total tCO ₂ e
Scope 1 emissions - from activities for which the company own or control including combustion of fuel & operation of facilities and vehicles	Natural Gas	121,262	22.18	6%	4%
	Natural Gas	84,502	15.46	4%	3%
	Fleet Vans Diesel	181,721	43.45	9%	7%
	Fleet Vans Petrol	392,338	86.97	20%	14%
	Company Cars	296,573	52.68	15%	9%
Total gross Scope 1 emissions				55%	36%
Scope 2 emissions - from purchase of electricity	Grid Electricity	202,419	41.92	10%	7%
	Grid Electricity	12,981	2.69	1%	0%
Scope 2 emissions - UK electricity for EVs	Fleet Hybrid Electric PHEV	10,010	0.95	1%	0%
Total gross Scope 2 emissions				12%	7%
Purchased goods and services	Water Supply		0.18		0%
	Paper		7.53		1%
Capital goods	Computing				
Fuel & energy related activities (not included in Scope 1 or Scope 2)	Scopes 1 & 2 WTT		71.10		12%
	Scopes 3 WTT		40.23		7%
	Transmission and Distribution		3.71		1%
Waste generated in operation	Waste				
	Wastewater Treatment		0.21		0%
Business travel (not included in Scope 1 or Scope 2)	Cash opt out vehicles	565,769	134.53	29%	22%
	Grey Fleet	75,928	17.88	4%	3%
	Flights		9.97		2%
	Rail		44.47		7%
	Hotel Stays		19.30		3%
	Taxi		1.96		0%
Employee commuting	Commuting				
	Home-working				
Total gross Scope 3 emissions	Total			33%	57%

2024: A new emissions baseline

As a result of our ramped-up data collection efforts, our 2023 figures have shown a substantial increase on 2022, surpassing our expectations by over 4.5 times due to the collection of more Scope 3 data. As we continue to fill the significant gaps in the information needed to set meaningful targets and measures, we are confident that the readings taken this year will be comprehensive enough to set 2024 as our emissions baseline.

This is critically important. Without accurate baseline data, any targets we set risk being unrealistic and unachievable, so proactive steps are being taken to reset the baseline to 2024, enabling the establishment of targets that are both realistic and achievable.

Although the raw emissions figure increase could be interpreted as representing a setback, it presents an opportunity for Corps to reassess our strategies and renew our commitment to sustainability. We remain committed to achieving net zero emissions by 2050.

Progress with science-based targets

Any such targets will be grounded in scientific understanding and worked towards in line with recognised international standards.

Since 2009, Corps has been fully certified to [ISO 14001](#). Our rigorous processes and procedures remain in place to ensure that we maintain the highest possible environmental standards. This commitment is also underpinned by our [ISO 9001](#) accreditation, demonstrating our commitment to quality management, as well as [ISO 22301](#) for business continuity, and [ISO 45001](#) for health and safety.

As well as aligning with globally recognised standards, our environmental practices have benefitted from Corps Security's alignment with key programmes such as the [Science Based Targets initiative](#). In September 2023, we signed up to the initiative, committing to keep our emissions reduction targets in line with the latest climate science. To remain accountable, we are working with AI-powered carbon management platform [Emitwise](#) to measure our alignment with required sustainability standards.

Furthermore, in September 2023, we reaffirmed our dedication to this programme by signing the [Science-Based Targets initiative commitment letter](#). In doing so, we have committed to setting science-based targets by Q2 of 2025, which will be made possible through expanding our carbon footprint analysis, especially around Scope 3 emissions.

Corps is also aligned to the [United Nations Global Compact](#) of 10 principles that provide a common ethical and practical framework for operationalising corporate sustainability. Regarding the environment, these include:

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

We expect all suppliers to adopt these three principles as is outlined in the requirements of our purchasing and procurement procedures and related services.

2023 in Review: Key Operational Actions

Alongside efforts to improve our emissions reporting and target-setting actions, Corps has been busy implementing a number of measures designed to reduce Scope 1, 2 and 3 emissions. Here is a roundup of some of the activities initiated during 2023.

Decarbonising the fleet

We've had six electric charging points installed across two of our sites in Glasgow and London for a few years. In last year's report, we outlined our goal to replace as much of our existing vehicle fleet with electric and hybrid vehicles as possible. While we offer colleagues the incentive of a higher car allowance if they opt for electric or hybrid cars, the UK's limited charging infrastructure restricts our ability to replace all our vehicles due to the remote locations of many customer sites. We decided to focus on more logical and impactful initiatives, such as reducing our Scope 3 emissions.

Encouraging sustainable commuting

Corps continues to be a keen supporter of the Government's Cycle to Work scheme, which encourages employees to commute to and from work more sustainably by offering a tax-free benefit, equating to a 25% saving on bikes and accessories. We have increased the amount an employee can save to £1,000. Collectively, Corps employees saved £31,868.48 in the last recorded year, which is up from £28,820 from the previous reporting period.

Cycle to Work Scheme

We have increased the amount an employee can save to £1,000. Collectively, Corps employees saved £31,868.48 in the last recorded year, which is up from £28,820 from the previous reporting period.

**Tax-free benefit
that could save
more than 25%
on a bike and
accessories**



Alongside these schemes, we have introduced an improved car allowance to incentivise the uptake of hybrid and electric vehicles. In addition, working with Neutral Carbon Zone, we ensured that our annual conference in Oxford was a certified carbon neutral event.

Such initiatives played a key role in Corps receiving a carbon neutrality certificate from Carbon Footprint in September 2023.

Ramping up recycling

Despite the significant progress being made in digitising processes, it is not possible to remove all paper from our operations. However, where Corps continues to use paper, we will do so responsibly thanks to a partnership we have entered with Avena Group to provide fully secure, zero landfill document recycling services.

We are also partnering with Avena to make use of our end-of-life garments, with the textile materials being taken away and transformed into new products through a unique process of shredding and recycling. During the three-month period between November 2023 and January 2024, we sent eight sacks of clothing, translating into a carbon emission saving of around 26.7kg.

Responsible office practices

Removing paper from our operations is another important priority. Building on the move to Electronic Daily Occurrence Books, which has removed more than 200,000 sheets of paper from our operations a year, Corps switched to E-Files in April 2023. As a result, every new starter now has a digitised version of a vetting file containing more than 50 pages of information. In 2023, 972 new licensable staff started with the company, equating to around 48,000 sheets of paper saved (the equivalent of five trees).



Equally, our London Regional Team has engaged with Suited and Booted, a charity providing clothing and accessories for the less fortunate for job interviews.

Recycling our paper and end-of-life textiles with Avena Group will respectively save 54x and 21x more CO₂ than sending them to landfill.



Approximately 81% of Corps Security's energy comes from renewable sources.

As of May 2023, Carbon Footprint confirmed that Corps had offset 1,124 tCO₂e by supporting Pacajai REDD in Brazil, REDD in Keo Seima Wildlife Sanctuary, and India wind power.

In addition, Corps is migrating other paper-based files on to digital systems and has created dashboards to access specific information contained in various reports. This saves colleagues from having to download and print off copies.

Corps has signed a new, company-wide contract with a leading ethical stationery supplier and fellow [social enterprise](#), [Ethstat](#), which is now responsible for all office supplies to all our locations across the UK.

Offsetting

In 2023, our compliance and reporting personnel began working alongside our partners PCR Global and Carbon Footprint to explore ways to improve Corps Security's environmental impact. Having conducted an extensive review, we were presented with several high-quality carbon offset projects to choose from to offset the group's carbon footprint of 380 tCO₂e.

We selected two projects. The first was the Zoba Anseba Community Safewater, an initiative that supports the provision of safe water using borehole technology to hundreds of households within the Zoba Anseba district in Eritrea. The second was the Mai Ndombe REDD+ project in the Western Democratic Republic of Congo region, an ecologically rich and diverse area, to serve the surrounding community and defend against deforestation.

Social Enterprise Status

Corps Security continues to operate with a social conscience and aligns its ESG activities with the United Nations Sustainable Development Goals (SDGs) and Global Compact 10 principles. The company was born out of a desire to do good by supporting the veteran community, and this ethos has remained ever since.



Evolving as a Social Enterprise

Corps was awarded Social Enterprise Status in the UK in 2021. Over the past year, the company has significantly evolved as a social enterprise, underpinned by our commitment across several areas.

- **Supporting veterans:** The company was founded in 1859 to aid returning servicemen, and we continue this legacy by promoting social mobility and offering employment opportunities, especially to those with a military background.
- **Donation and social mission:** In 2023 alone, we undertook 20 charitable projects – notably, the Tour De Corps, where colleagues cycled from the Corps Monitoring Centre in Glasgow to the London HQ, stopping off at each of our branch offices along the way. We raised more than £11,000 during this one event. We also encourage customers to add 1% to the costs that go directly to Combat Stress and we encourage colleagues to give back to the community through a two-day volunteering policy.
- **Ethical procurement:** We have shifted towards collaborating with like-minded businesses and social enterprises for procurement, partnering with Ethstat for office supplies

sourced from more than 140 social enterprises and 300 purpose-driven businesses across the UK. We also source uniforms and marketing materials from sustainable and ethical businesses, and have partnered with Change Please, a social enterprise aimed at ending homelessness.

- **Disability and inclusion:** By offering employment and utilising their military skills, we have enabled veterans to navigate physical and psychological challenges, addressing mental health and disability stigmas. In 2023, we teamed up with training provider Pre-image Learning and Action (PILAA) to boost diversity, inclusion and female representation, providing our staff with educational resources and running a digital awareness campaign. We are participating in the Disability Confident Scheme and aim to reach Level 3 accreditation by 2025.

Providing a Real Living Wage

Another crucial component of being a social enterprise is paying our colleagues a fair wage to support their life and wellbeing outside of work, as well as that of their families. During the 2023/24 financial year, 99.09% of all colleagues were paid the Living Wage Foundation pay rates for their area, with a higher rate in London.

As a business, we continue to drive the importance of paying the Real Living Wage with every customer. During the reporting period, all Corps bids were at or above this level, and this will continue long into the future, as we raise awareness of the issue through media campaigns and other means.

Corps Security CEO Mike Bullock has long been an advocate of fair pay. He co-chaired the Recognised Service Provider





Leadership Group (RSPLG) for three years and, despite now standing down from this, our company will continue to be an active member of the RSPLG, advocating for the adoption of a Living Wage that promotes fair pay and workers' rights.

Championing ED&I through Corps Together

Equity, diversity and inclusion (ED&I) is an integral part of the Corps DNA. Our workforce is one of the most diverse in the security industry – we celebrate differences and are extremely proud of the diversity among our employees. Underpinned by our core value, Everyone Matters, Corps Together aims to unite all colleagues in ensuring the provision of a safe, welcoming, accepting, and inclusive workplace.

During 2023, we made some notable achievements and reached some key milestones, spurring us on to do more. These include the Corps Together Guardian Network, which expanded through the formation of seven colleague networks that meet up periodically to discuss strategy and initiatives, and drive visibility and engagement across the company. These groups include Age, Black, Asian and Minority Ethnic, (Dis)ability, Faith, LGBTQIA+, Parents & Carers and The Women's Network, with the initiative winning the Security and Fire Diversity & Inclusion Champion Award in December 2023.

Other key activities performed through 2023 include driving a campaign around LGBTQIA+ inclusion in the company and attending London Pride. In January 2024, Corps partnered with Pre-Image Learning and Action (PILAA) to help us work towards our ED&I objectives.

Corps has signed up to the Disability Confident Scheme, an important step towards becoming a true disability inclusive employer. Continuing into 2024, we aim to follow up on the scheme's commitments and launch a neurodiversity and accessibility training programme for all our managers to help them better support our diverse workforce.

Another important milestone achievement came in December 2023, when Corps Together won the 'ED&I Initiative of the Year' Award at the Security Institute Awards for the positive effect it continues to have on staff. This award confirms we are headed



Equality, diversity, and inclusion are expected at Corps



Corps Together is operated by a passionate group of volunteer colleagues called 'Guardians'

Length of Service

5 YEARS

Valary Rudolph
Andrew French
Connor Graham
Akeem Abbas
Suzanne Nash
Stewart Fawcett
Andrew Mullarkey
Asad Khan
Alex Vafiadis
Magdalena Jablonska El-Asar

10 YEARS

Najib Sarhadi
Bruce Blackhouse
Marko Thamniva
Harold Louison
Mike Bullock
Suzanne Hazelwood
Robert Thompson
Diz Sollesse

15 YEARS

Brian Rowson
Mewa Singh
John Girard
Samuel Ukpogon
Nigel Horne
Lila Rai
Gary Johnson
James Edwin Freebairn
Aboker Ibrahim
John Owens

20 YEARS

Terry Ackroyd
Thomas Scott
Michael Lintonbon

30 YEARS

Ron Martin

in the right direction and motivates us to go further in the future. In December 2023, Corps Together also took home the Diversity and Inclusion Champion Award at the Security & Fire Excellence Awards.

Caring for our colleagues

Corps continued to improve its benefits package through 2023 to boost the physical and financial wellbeing of employees and their families.

Highlights include:

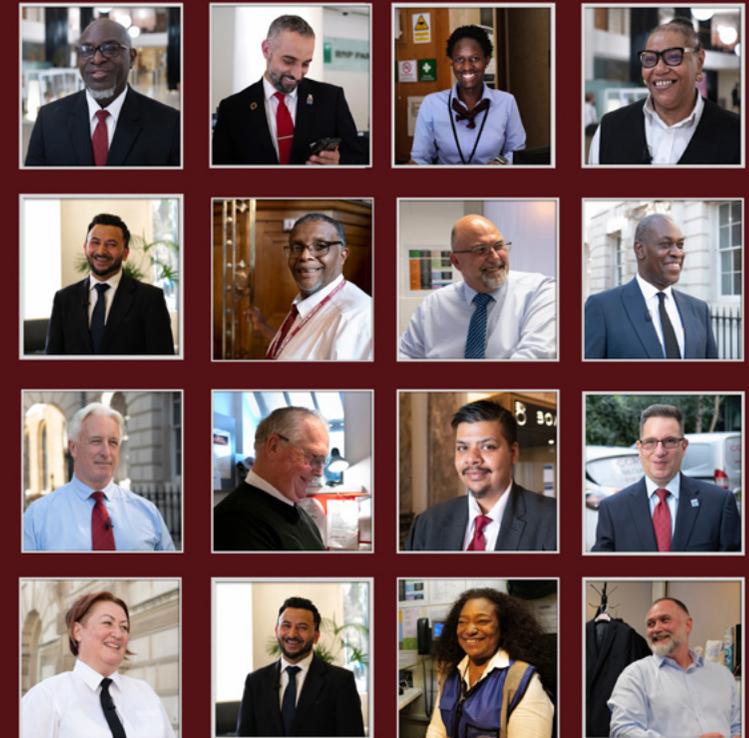
- Enhanced (occupational) maternity and paternity pay
- Improved parental bereavement and early pregnancy loss pay
- Extended volunteering policy
- Corps Advantage Pension Sacrifice Scheme, which helps colleagues to save money
- Expanded discounts and perks through Corps Connect, which enables colleagues to save money on various products. In 2023, one employee saved £372 on discounts and received over £100 in cash back
- Death in Service policy for all colleagues

From April 2024 we have provided colleagues access to Digital GP, a move which will help them to receive superior medical services.

Extending our benefits programme carries many advantages aside from being the right thing to do as a social enterprise. A healthy, happy workforce is a more productive workforce, and one that has a greater commitment to Corps as an employer. This is backed up by the 4.14% improvement in our turnover rate between the 2022/23 and 2023/24 financial years. Similarly, by creating a compelling proposition for our colleagues, we will position ourselves as an attractive employer of choice, which is vital in a competitive labour market.

In addition to extending our benefits offer, Corps has given £36,000 to our employees via the Colleague Welfare Fund in the 2023/24 period. The fund serves as a vital means of financial support for emergency situations. Examples from the past year include, assisting with paying bills for a colleague who was

An operation comprising over 3,500 colleagues





receiving end-of-life care due to progressive cancer, supporting an employee with the cost of their mother’s funeral, and providing a colleague with a partial deposit for rental accommodation when they were going through a very difficult divorce proceeding.

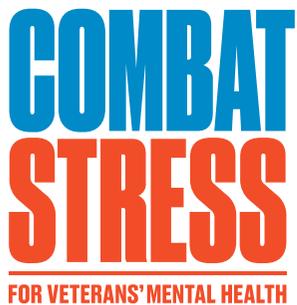
Another wellbeing initiative, focused on mental health, saw Corps nominated for a British Safety Council Award (Wellbeing Initiative Award Powered by Being Well Together). This involved the organisation of an event to encourage the security and FM industries to come together and break the stigma around mental health. The event was held on Mental Health Day (10th October) with the theme "Are we doing enough?", the purpose being to provide an update on agreed pledges with a raft of dedicated speakers imparting their knowledge to attendees.

Corps has also been busy refining its policies around health and safety and modern slavery. Regarding the latter, Corps has developed a detailed Modern Slavery and Human Trafficking statement using the Ethical Trading Initiative framework – this pledges to continue providing specialist training to those colleagues who are involved in managing recruitment and our supply chains.

Caring for our veteran community

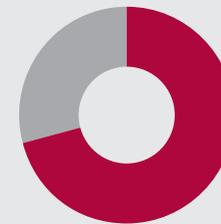
Providing unwavering support for the veteran community remains the backbone of Corps Security. This is bound in our history, has qualified us for social enterprise status, and will remain a core part of the mission of the business indefinitely.

Corps colleagues continued to support Combat Stress, the armed forces charity SSAFA, and Suited & Booted throughout

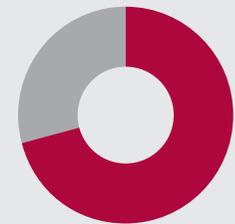


Your View Matters

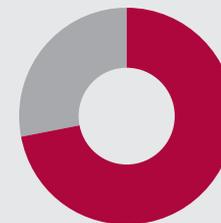
Each year, Corps conducts a detailed colleague survey to canvass opinions. In 2024, we received 929 responses, equivalent to 27% of employees, with every question improving in terms of positivity from the previous year.



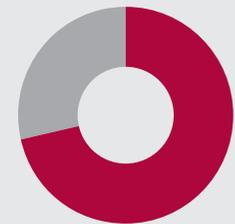
71%
of colleagues plan to stay with Corps Security for the long term



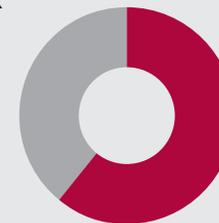
71%
believe they are regularly kept up to date with the company



72%
of colleagues feel proud to work for Corps and would recommend it as a good place to work



70%
feel they can approach Corps Security if they have an issue relating to ED&I



61%
believe that their performance and contribution is valued by the company (up from 51% 2022), with 54% agreeing they received praise and recognition for doing a good job (up from 42% in 2022)

2023 with a series of donations and participation in events, including the 13 Bridges Walk in June for SSAFA. Here, we were a major sponsor (£5,000) and had a team of 10 take part. ABF The Soldiers Charity, RAF Benevolent Fund, the Royal Navy and Royal Marines Charity, the Royal Naval Association, Blesma, and Blind Veterans were all supported via company contributions from the Charitable Donations Committee.

We have introduced the Corps 1% Scheme, a voluntary programme for our clients that sees a 1% surcharge on their contract value which is donated to Combat Stress. Paid in instalments every six months, the current pot equates to more than £30,000 per year and goes a long way to helping the charity fulfil its services.

In addition, we supported Water Aid by taking part in a dragon boat race, where 16 Corps employees raised almost £3,000 – double the minimum fundraising threshold of the event.

2023 Philanthropic Highlights

What?	Charity	When	Who took part	Total
March in March	Combat Stress	March	Aaron Millar Mark Taylor Nathan McKinnon Anthony Taylor	£3,140
Corps donates 30 uniforms	Suited & Booted	April	Clarence Hyman	
Tour de Corps	Combat Stress	May	Dale Johnson Andy Topp Carly Bedford Rob Hill Scott Hudson John Cox Lewis Flynn	£11,000
Medicine Ball Challenge	ABF Soldier Charity Combat Stress	June	Shane Morton	£880
13 Bridges Challenge	SSAFA (Soldiers', Sailors' & Airmen's Families Association).	June	Peter Comprobassi Samantha Powell Phillip West Ken Fissenden Bailea Doe Seetan Varsani Neil Shanks Christopher Middleton Joycelin Evans Gary Baxter	£5,680
Saharan Ultra Challenge	Combat Stress	Oct	Salman Shamim	£2,705
Corps Football Match	Combat Stress	Sept	30 participants	£370
Dragon Boat Race	Water Aid	July	16 participants	£2,957



Corporate Governance

Corps Security is an award-winning company which operates on a basis of trust and sound governance. As an independent business, we do not have shareholders to pay, meaning we can commit all profits to reinvestment and donations to our nominated charities.

Corps Security invests significant time and resources into ensuring its corporate governance reflects the highest principles and aligns with the UK Corporate Governance Code. The company has two key oversight bodies to ensure adherence to industry best practices – the Audit Committee and the Remuneration Committee. Their respective charters align with the recommendations outlined in the governing code.

Shrinivas Honap



The Audit Committee's responsibilities centre around monitoring internal controls across the entire group, ratifying accounting policies, and scrutinising annual financial reports prior to board submission. This committee, which is chaired by Mr. S.M. Honap, typically convenes three times a year. Mrs. F.E. Strens serves as a member of this panel, and external auditors are invited to attend portions of the committee meetings. The board receives minutes from all Audit Committee gatherings.

Concurrently, the Remuneration Committee was formed to establish and implement a formal, transparent procedure for developing executive compensation policies and recommending remuneration packages for non-executive directors and individual executive directors, subject to board consideration and approval.

Fiona Strens



A new ESG Scrutiny Group

A major development during 2023 was the formation of an ESG Scrutiny Group. The purpose of this body is to identify themes for ESG-related operational improvements and assist the key functions of the organisation to achieve performance objectives.

The group will do this in several ways. Firstly, it will generate an understanding of the impact of operational activities upon

the environment and surrounding communities. Based on this action, Corps Security can adopt and implement actions which support sustainable development, while generating a genuine interest among colleagues.

Secondly, the ESG Scrutiny Group will monitor the progress and development of diversity initiatives in accordance with the company's policies, charters and codes, as well as external legal and contractual compliance obligations.

Thirdly, the group will scrutinise the effectiveness of corporate reporting methodology. This will help to make the sharing of good practice appropriate, relevant and inclusive, with any messages conveyed being positive, engaging and informative to all recipients.

Underpinning the ESG Scrutiny Group's activities is a commitment to uphold five characteristics of the Nolan principles of good governance: integrity, objectivity, accountability, honesty, and transparency. Although in its infancy, the group is already sending members to represent it at Senior Team Management and Board Meetings.

Working with stakeholders to uphold standards

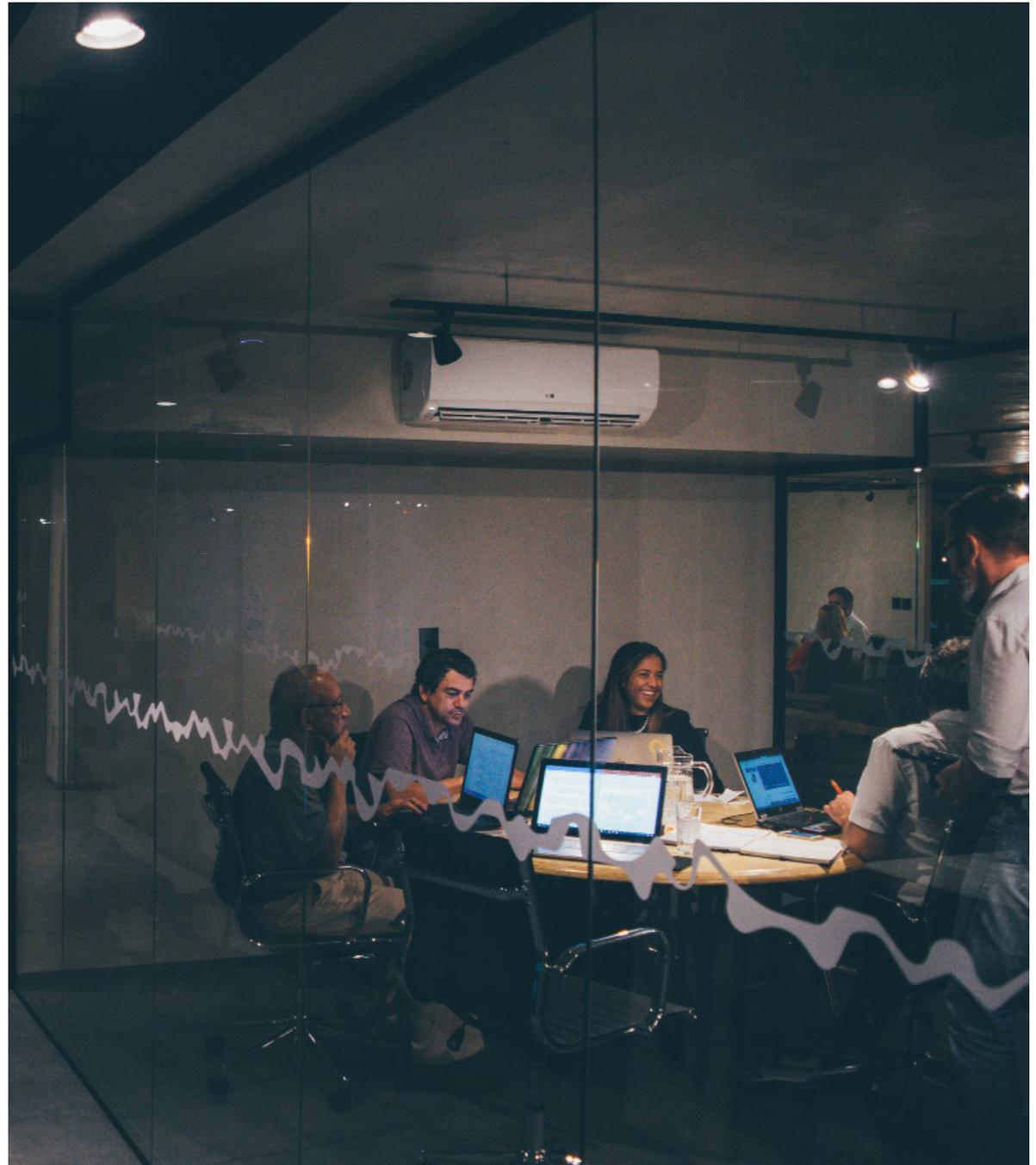
Operating with sound governance principles means working with both internal and external stakeholders to encourage best practice. For example, Corps Security collaborates with key partners on shared ESG goals. We work closely with CBRE on the Emitwise programme; share science-based targets with Canary Wharf Group in line with the Ambition into Action Summit; partner with Pinsent Masons on the Road to Net Zero Partnership; and our client Zurich joins us for our annual March in March event to fundraise for Combat Stress. We also

regularly attend workshops and seminars throughout the year. Communication is critical to this end, and we routinely share ESG activities and progress with stakeholder groups. Our Quality and Compliance Manager Sharon McLaren continues to collaborate with our clients and represents Corps Security at quarterly and annual review meetings with the likes of CBRE, Eversheds and VINCI. McLaren also works alongside our communications teams to ensure timely updates through our news and blog webpages are published.

Working closely with clients

We continue to actively encourage customers to follow our example around key social principles such as paying the Real Living Wage. Corps Security is fully transparent about governance during the bid process and operates with a strict code of conduct when it comes to partnering with new companies. Likewise, we hold ourselves to extremely high standards as a customer to our suppliers. We consider suppliers a part of our extended team and adhere to the Prompt Payment Code.

“I’d like to take a moment to thank you for reporting your Scope 3 emissions via the Supply Chain Sustainability School’s Carbon Tool. This data is key to establishing a baseline of Scope 3 emissions for VINCI and it will also enable us to work collaboratively to reach our Net Zero goals and sustainability agenda.” – VINCI



Letter from Chris Nickols



It is clear from this year's ESG Report that sustainability is deep-rooted in the Corps enterprise. The company continues to build up momentum and make tangible progress across all three elements of ESG, proving that we are truly aligned with the values and principles set out in the United Nations SDGs.

Modern approaches are powering this progress. Data-driven practices, for example, are critical to accurately measuring our emissions footprint, analysing where improvements can be made, and transparently reporting our progress to stakeholders. From a governance perspective, it is essential that any claims Corps makes as an organisation can be validated with empirical evidence. Doing so gives us credibility, allows us to be judged fairly, and helps us to avoid complacency.

In a similar vein, the establishment of the ESG Scrutiny Group was another crucial step taken in 2023. The group's purpose is to identify operational improvements and assist key functions in achieving ESG performance objectives. It will generate understanding of operational activities' impact on the environment and communities, enabling the adoption of sustainable practices while fostering colleague interest. Furthermore, the group will monitor the progress of diversity initiatives, ensuring compliance with policies, charters, codes and legal and contractual obligations, in addition to scrutinising the effectiveness of our corporate reporting methodology.

Another particularly pleasing aspect of this report is the organisation's commitment to imparting our social enterprise and sustainability-driven values across our supply chain ecosystem. As we continue to embed ESG across all corners of the organisation, it is important to consider the entire Corps value chain and how we can contribute positively by cutting Scope 3 emissions and supporting communities through partnering with like-minded suppliers.

This includes our veteran community. While modernising our approach has been fundamental to our recent progress, I am proud to see Corps honour its legacy of standing by our ex-service personnel through offering employment opportunities and supporting the tremendous work carried out by charities such as Combat Stress.

Finally, I want to thank our colleagues, customers and partners for their ongoing support in the pursuit of our goals. We remain ever mindful of the fact that the dedication and commitment of these groups of people is central to any successes we are fortunate enough to celebrate.

Chris Nickols CB CBE DL
Chairman
Corps of Commissionaires Management Ltd

A handwritten signature in black ink, appearing to read 'Chris Nickols', written in a cursive style.