

**Amalgamated Security Services Limited**

# Environmental Social Governance Report

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## Introduction

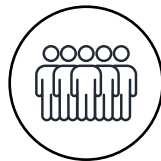
Amalgamated Security Services Limited (ASSL) is a well-established, privately owned Security and Risk Management company that was founded in 1983. The Company provides a wide spectrum of services and solutions which include but are not limited to:

- Manpower Services
- Secure Transportation
- Investigations
- Monitoring and Response
- Electronic Security
- Cyber Security

Environmental, Social and Governance (ESG) is an enterprise-wide commitment informed by and integrated in to business strategy. This report illustrates our commitment to operate in an ethical manner applying good governance structure.



**Established in**  
1983



**Over 10,000**  
Employees Regionally



**Operations in**  
8 Countries



# What's Inside

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## /2/ From the Desk of The Chairman

Dear Stakeholders,

I am delighted to share with you our company's steadfast commitment to Environmental Social Governance (ESG). At Amalgamated Security Services Ltd. (ASSL) we believe that businesses have a profound responsibility beyond profit-making; we must be stewards of positive change in our communities and the world at large.

Our ESG initiatives are deeply ingrained in our corporate ethos, reflecting our core values of integrity, sustainability, and social consciousness. Through strategic partnerships, innovative projects, and the dedication of our employees, we have made tangible strides in areas that matter most: environmental sustainability, social equity, and community development.

- ▶ **Environmental Sustainability:** We recognize the urgent need to address environmental challenges, and as such, we have implemented robust sustainability practices across our operations. From reducing our carbon footprint to promoting renewable energy and sustainable sourcing, we are committed to preserving our planet for future generations.
- ▶ **Social Equity:** Equality and inclusivity are fundamental principles that guide our actions. We are dedicated to fostering a diverse and inclusive workplace where every individual feels valued and empowered to succeed. Through initiatives such as diversity training, mentorship programs, and equitable hiring practices, we strive to create a workplace that reflects the rich tapestry of humanity.



Dr. Michael Aboud (Hon.)  
Executive Chairman

- ▶ **Community Development:** We firmly believe in giving back to the communities that support us. Through philanthropic efforts, volunteerism, and community partnerships, we actively contribute to the well-being of society. Whether it's supporting education, healthcare, or economic development initiatives, we are committed to making a meaningful difference in the lives of those we serve.

As we look to the future, our commitment to ESG remains unwavering. We understand that the challenges facing our world are complex and multifaceted, but we are determined to be part of the solution.

Together, with our stakeholders, we will continue to innovate, collaborate, and lead by example, driving positive change and creating a brighter, more sustainable future for all. Thank you for your ongoing support and partnership on this journey.

Sincerely,  
Dr. Michael Aboud

Executive Chairman  
Amalgamated Security Services Ltd.





## Planned ESG Program Overview

At Amalgamated Security Services Ltd. (ASSL), our Environmental, Social and Governance (ESG) policy integrates social and environmental concerns into our business operations, aligning with shareholder and stakeholder expectations. For 2024 - 2025, the ESG committee and executive management have planned and budgeted for the following projects:

- Client Sponsorships
- ACCP Annual General Meeting: ASSL sponsored the ACCP AGM
- Anthony Joseph Foundation
- ASSL's Children's Christmas Party
- Chairman's Christmas Cocktail Reception
- St. Anthony's College
- Divisional Community Volunteer Program (DCVP)
- Customer Appreciation Day
- Independence/Republic Day and Christmas Décor
- Environmental Initiatives
- Annual Employee Awards

Additionally, a budget has been allocated for ad-hoc activities that arise throughout the year. These initiatives are designed to foster community engagement, enhance customer satisfaction, recognize employee contributions, and establish ASSL as a preferred national employer.

## Leadership and Governance

Our Board of Directors oversees and guides ASSL's business and affairs. ASSL's highest governance body is our Board of Directors, which comprises the eight members. The chair of the board is also the Executive Chairman of the company, and the remainder of the board consists of a combination of executive and non-executive members.



**Dr. Michael Aboud (Hon.)**  
Executive Chairman



**Justine Aboud-Chamely**  
Director



**Pamela Hosein**  
Chief Executive Officer



**Gilbert Reyes**  
Executive Manager,  
Corporate Security &  
Crime Specialist



**John Aboud**  
Director



**Ewart De Noon**  
Chief Technology Officer



**Curtis Cummings**  
Chief Operations Officer



**Dr. Maurice Aboud**  
Director



# Core Values

Our six core values help maintain our integrity and provide value for our shareholders, employees, customers, suppliers and communities in which we perform service.



	<b>Duty</b> Embodying integrity responsibility and accountability		<b>Respect</b> Honoring our partners and one another
<b>Innovation</b> Creating opportunities		<b>Vigilance</b> Safeguarding our clients	
	<b>Professionalism</b> Providing a high quality of service		<b>Courage</b> Sound leadership and decisiveness



Pamela Hosein  
Chief Executive Officer

## Letter from the CEO

### Reflecting on Our 2024 Progress

As CEO, I'm incredibly proud to present our ESG report for this year. Our commitment to environmental social governance is unwavering, and this report highlights the progress we've made in various areas.

From environmental sustainability initiatives to community engagement efforts, we continue to strive for positive impact beyond financial returns.

Our journey towards a more responsible and sustainable future is ongoing, and we're dedicated to listening, learning, and evolving along the way. Thank you to our employees, partners, and stakeholders for their continued support as we work together to build a better world.

Sincerely,  
*Pamela Hosein*

Chief Executive Officer  
Amalgamated Security Services Ltd.



# Environmental Social Governance (ESG) Committee

## Roles and Functions of the ESG Committee

- ▶ Formulate and recommend to the Board, an Environmental Social Governance Policy which shall indicate the projects/activities to be undertaken by the Company in areas or subject.
- ▶ Reviewing with the ESG management, the annual financial statements before submission to the Board for approval.
- ▶ Recommend the amount of expenditure to be incurred on ESG projects/activities undertaken.
- ▶ To declare a management group to oversee and implement and execute ESG initiatives/activities.
- ▶ Shall institute a transparent monitoring mechanism for implementation of ESG projects/activities undertaken by the company.
- ▶ Reviewing performance of the company in the areas of ESG.
- ▶ Submit an annual report of ESG projects/activities to the board.
- ▶ Monitoring ESG Policy from time to time.

## ESG topics that the ESG Committee typically consider include but are not limited to:

- ▶ Corporate governance and ethics;
- ▶ Health and safety; environmental stewardship;
- ▶ Human rights (including core labour rights);
- ▶ Conditions of work (including safety and health, hours of work, wages);

## ESG Committee Members



Justine Aboud-Chamely  
ESG Committee Chairperson



Carril Reyes-Teleford  
Regional Marketing Specialist



Robert Baur  
Regional Development Manager

# Sustainability Through Environmental Social Governance Policy

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*Justine Aboud-Chamely*  
ESG Chairperson

As the ESG Chairperson of Amalgamated Security Service Ltd, I am honoured to address our stakeholders on the essence of Environmental Social Governance (ESG) in fostering sustainable communities. At Amalgamated

Security, we believe that our responsibilities extend beyond delivering exceptional security solutions; they encompass contributing positively to the societies we operate in. Our commitment to ESG is ingrained in our corporate ethos, guiding our actions towards making meaningful and lasting impacts.

First and foremost, our ESG initiatives prioritize community development. We recognize that sustainable progress is achieved through collaborative efforts that empower local communities. Through strategic partnerships with local organizations and government entities, we identify pressing needs and tailor our interventions to address them effectively. Whether it's supporting education initiatives or fostering environmental sustainability, our aim is to uplift communities holistically.

Education stands as a cornerstone of societal advancement. We believe that every individual deserves access to quality education, regardless of their socio-economic background. Hence, we invest in the Anthony Joseph Foundation which provides grants to students who wrote the Secondary Entrance Assessment (SEA). Furthermore, we are committed to promoting safety and well-being. Beyond our core security services, we actively engage in and conduct workshops, training sessions, and awareness campaigns.

Healthcare access to our employees is another area where we channel our ESG efforts. We recognize that health is a fundamental human right. Through partnerships with

healthcare providers and community clinics, we support initiatives that provide essential medical services, health screenings, and preventative care. Additionally, we prioritize initiatives aimed at combating prevalent health challenges, such as disease outbreaks communicable and non-communicable diseases.

Environmental stewardship is integral to our ESG agenda. We acknowledge the importance of preserving natural resources. Therefore, we implement eco-friendly practices within our operations and champion environmental conservation initiatives in the communities we serve. Whether its sea turtle conservation or waste management programs, we strive to minimize our ecological footprint and promote sustainable living practices. Moreover, our commitment to ESG extends beyond philanthropy; it encompasses ethical business practices and corporate governance. We adhere to stringent ethical standards and uphold principles of transparency, integrity, and accountability in all our dealings.

In conclusion, at Amalgamated Security Service Ltd, we view ESG not merely as an obligation but as a core driver of our business philosophy. Through our multifaceted ESG initiatives, we aspire to create positive social, economic, and environmental impacts that contribute to the long-term well-being of the region. As we continue on this journey, we remain steadfast in our commitment.

Thank you.

*Justine Aboud-Chamely*  
ESG Chairperson  
Amalgamated Security Service Ltd.







## Why ESG at ASSL?

**ASSL has always had a clear understanding of the impact that its actions have on employees and customers.**

However, over the years there has also been a growing recognition of the significant effect its activities have on communities, competitors, business partners and suppliers, governments, and others. It has become increasingly clear to ASSL that it can contribute to its own and overall societal wealth by considering the effect it has on the general environment it exists within.

### A Process-Based ESG Framework

In a broad understanding of social responsibility, respectively corporate social governance, both concepts are more and more often defined by their ability to positively impact on three bottom lines of an organization: economic, social and environmental. As can be seen from the principles, fundamental practices and core subjects of ISO 26000 (as well as from other models), stakeholder involvement (versus shareholder involvement) is a critical success factor in thriving for sustainable development of any organization.

Stakeholders' needs and expectations have to be translated into business strategies and consequently those will have to be embedded into the day-to-day operations of the business and evaluated as any other business investment. ESG now becomes a way of running organizations profitably yet in a social and environmentally responsible way in order to achieve business sustainability and stakeholder satisfaction.

With this understanding it therefore makes sense to develop a process based ESG framework that could integrate with the existing quality management systems (which are ideally ISO based). Once the ESG activities are integrated into an organization's operations, continuous monitoring will determine if stakeholder expectations and needs are being met.



### Stakeholders

ASSL's stakeholders include but are not limited to: shareholders, business partners, suppliers, lenders, insurers, communities, regulators, government, intergovernmental bodies, clients, and employees.

- Primary stakeholders typically are internal stakeholders that engage in economic transactions with the business (for example shareholders, suppliers, customers and employees).
- Secondary stakeholders are usually external stakeholders which, although they do not engage in direct economic exchange with the business, are affected by it or can affect its actions (for example the general public, communities, business support groups, and the media). Choices regarding the ESG agenda are driven by the needs of the firm's most powerful stakeholders (as perceived by the ESG Committee).

## 2024 - 2025 ESG Achievements



### Participation in Key Events

**For the purpose of this report Key Events include annual events, and those with longevity that employees and other stakeholders anticipate**

**Example:**

#### ► **Regional Development Programs**

In partnership with the Association of Caribbean Commissioners of Police (ACCP) Amalgamated Security Services participated and sponsored the 2024 ACCP Annual General Meeting and Conference which took place in Belize. At the conference ASSL hosted the Regional Recognition Awards for Public Law enforcement where nine police officers were honored in the categories of Top Caribbean Crime Fighter, Top Caribbean Community Policing Officer and Top Caribbean Career Move. The 2024 the IMPACT awards were launched where three individuals and two organizations were honored for their role in the development of our nation.

#### ► **Donations to Local Charities**

We contributed over \$300,000.00 to local charities focusing on persons at risk, education and cultural events. For example, ASSL partnered with Mission on Vision for their first annual Republic Day concert and fundraiser. We donated to the Trinity cathedral restoration fund and hosted a gift drive to children residing in various orphanages throughout Trinidad.





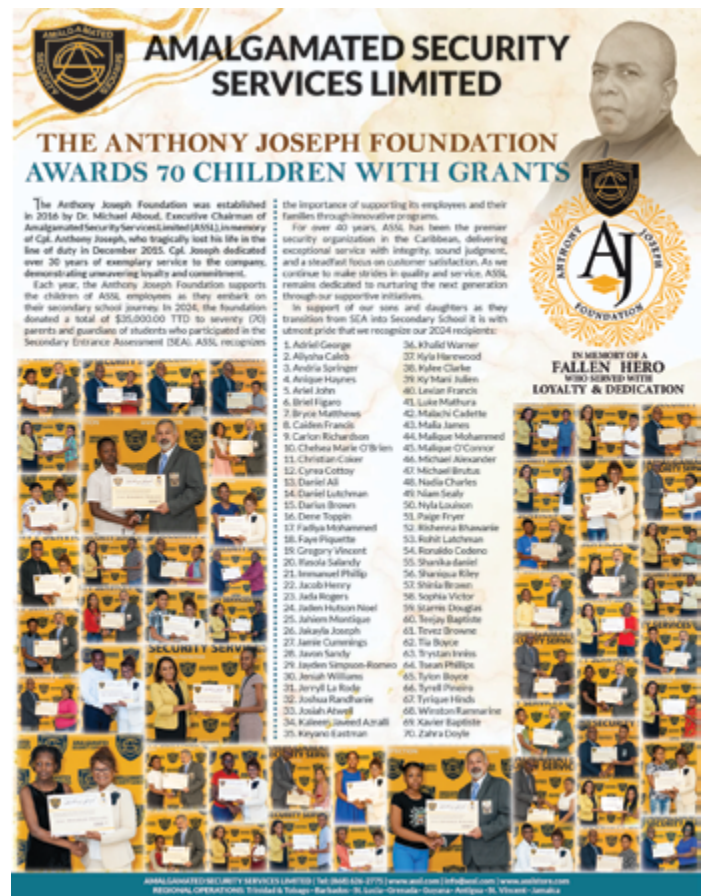
## Community Support

Community support in ASSL involves fostering strong relationships with customers and employees through customer service, training, and inclusive programs. It includes giving back through philanthropy and sustainability:

Example:

### ► Employees

In 2024, we hosted the Anthony Joseph Foundation which supports the children of Employees who are transitioning into secondary school education after completing the S.E.A. examination. The ASSL football team made a resounding return to competitive games and ASSL supported the players with refreshment, uniforms, football gear and transportation to and from their games.





## Customers

The Trinidad and Tobago Prison service hosted a Retirement Gala and raffle which ASSL significant contributed to, we also sponsored two of their main carnival events. The SLWA hosted a family day in which Archangel Ambulance services was provided at no cost. Our ambulance service is a complementary provision at major events at no cost to our customers.



## Employee Recognition

Employee recognition in a company involves acknowledging individual contributions through rewards, praise, and public acknowledgment. It fosters motivation, boosts morale, and strengthens engagement, helping employees feel valued and appreciated for their efforts.

Example:

### ► Health and Safety Programs

We hosted a health fair to encourage employees to get tested their key vitals such as blood pressure and blood sugar levels, pap smears, prostate cancer screening and HIV testing.

**KNOW YOUR NUMBERS**

**AMALGAMATED SECURITY HEALTH FAIR 2025**

**DATE** Saturday 18th January, 2025  
**TIME** 10:00 am - 3:00 pm  
**LOCATION** Republic Bank Staff Sports Club  
Eighth Avenue Extension, Barataria

- Basic Health Screening (Cholesterol, Blood Glucose and Blood Pressure)
- BMI & Nutrition Counselling
- Voluntary Counselling and Testing (VCT)/HIV
- Prostate Screening (PSA Testing)
- Vaccinations\* (Influenza, Tetanus, HPV and HEP B)
- Medical Consultations
- Blood Donation

Picture Identification (National Identification card, Driver's Permit, Passport) is required for HIV Testing. Persons must be 18 years and older.  
\*Attendees are advised to bring their immunization cards

**FREE TO ALL ASSL STAFF AND THEIR IMMEDIATE FAMILY MEMBERS**

**STRENGTH IN NUMBERS**

**GROUP FITNESS & TRAINING**

Join us for group fitness sessions led by a certified personal trainer. Build strength, improve endurance, and stay motivated.

Don't miss this opportunity to train with expert guidance in a fun, supportive group environment. Let's grow stronger together!

- Days:** Monday to Thursday
- Time:** 4:30 PM - 6:00 PM
- Location:** Marvin Lee Stadium, Macoya
- What to Bring:** Your own exercise mat

For more information, email: [Phemarine@assl.com](mailto:Phemarine@assl.com)

**FREE for all ASSL Employees!**



A hike to Mount St. Benedict was done where all the staff were invited, there were free giveaways and refreshment for the participants on that day.









### ► Employee Events

Christmas time is a festive time here at Amalgamated Security Services and to spread the joy of the season ASSL hosted a Children's Christmas Party where children of ASSL staff as well as children from various homes/orphanage were invited. The staff was treated to our annual Christmas dinner/dance and Head Office Inauguration.

**AMALGAMATED SECURITY SERVICES LIMITED**

*Christmas Dinner and Inauguration of its New Corporate Headquarters*

Amalgamated Security Services Ltd. (ASSL) is proud to announce the successful inauguration of its new Corporate Headquarters located at 12 Garden Road, El Socorro, San Juan, which took place on December 20th 2024. This significant milestone in the company's journey was attended by the management team, staff, and a select group of esteemed guests who have been integral to the company's growth and success.

The inauguration event was marked by a ceremonial plaque unveiling by Dr. Michael Aboud (Hon.) Executive Chairman ASSL, which serves as a tribute to the company's accomplishments and the collaborative efforts of all who have contributed to its success. The plaque, a special memento of the occasion, was signed by Executive Chairman, Dr. Michael Aboud, symbolizing the company's commitment to excellence and continued progress.

The new facility represents a significant expansion for ASSL, enabling the company to enhance its operations and services in the ever-evolving security industry. With a renewed focus on innovation and customer satisfaction, ASSL continues to set industry standards while staying committed to its mission of providing top-tier security solutions.

To commemorate the event, the Chief Executive Officer – Mrs. Pamela Hosein and Chief Operations Officer – Mr. Curtis Cummings participated in a cake-cutting ceremony, sharing the moment with the company's team and valued guests. Amalgamated Security Services Ltd. would like to extend its sincere thanks to all those who have supported the company's journey. We look forward to a bright future and further successes.

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Highlights from ASSL's Christmas Dinner  
and Head Office Inauguration







# AMALGAMATED SECURITY SERVICES LIMITED



## - IMPACT Awards -

**Excellence in Safety, Security, Education, and Community**

*Celebrating Our Society's Visionaries and Change-Makers*



Amalgamated Security's Executive Chairman Dr. Michael Aboud (Hon) addresses persons at the IMPACT Awards.

The Excellence in Safety, Security, Education, and Community IMPACT Award is a prestigious recognition established by Amalgamated Security Services Limited (ASSL) to honor individuals and organizations that make exceptional contributions to society. This award celebrates initiatives that not only safeguard communities but also promote innovation, education, and trust, ensuring a lasting positive impact.

### IMPACT Award Categories:

- Life-Time Achievement Recognition
- Distinguished Service Recognition
- Institutional Excellence Recognition
- Outstanding Contribution to Public Safety and Crime Prevention

### What is the IMPACT Award?

The IMPACT Award honours individuals and organizations dedicated to enhancing safety, security, education, and community development. This prestigious recognition celebrates those who drive transformative change and inspire others to build a brighter future.

#### Innovation

Pioneering solutions that advance safety and security

#### Merit

Demonstrating excellence and dedication in every endeavour

#### Public safety

Strengthening the well-being and security of communities

#### Academic excellence

Promoting education as a cornerstone of progress

#### Community service

Leading initiatives that enrich lives and inspire unity

#### Trust

Building integrity and reliability through unwavering commitment

Amalgamated Security Services' Director Ewart DeNoon (L) presents Ian Kevin Ramdhanie with the Distinguished Service Recognition IMPACT Award.



Amalgamated Security Services' Director Dr. Maurice Aboud (L) presents Professor Ramesh Deosaran with the Lifetime Achievement Recognition IMPACT Award.



Amalgamated Security Services' Chief Operations Officer Curtis Cummings (R) presents James Philbert with the Distinguished Service Recognition IMPACT Award.



Amalgamated Security Services' CEO Pamela Hosein (R) presents Dr. Linda Mohammed with the Institutional Excellence Recognition IMPACT Award on behalf of the University of Trinidad and Tobago (UTT).



Darren Carmichael (L) receives the IMPACT Award for Outstanding Contribution to Public Safety and Crime Prevention on behalf of Crime Stoppers Trinidad and Tobago from Gilbert Reyes, Director - Amalgamated Security Services.

*The IMPACT Award is more than a recognition; it is a celebration of the visionaries and change makers who dedicate their efforts to creating a safer, smarter, and more cohesive society.*

### Background and Inauguration

Introduced by Amalgamated Security Services Limited (ASSL) in 2024, the IMPACT Awards aim to recognize the exceptional contributions of those enhancing societal welfare. The awards honour leaders across diverse fields who strengthen communities, promote safety, and pave the way for future generations.

### 2024 Recipients

- **Lifetime Achievement Recognition** - Professor Ramesh Deosaran - Criminologist and former head of the Police Service Commission
- **Distinguished Service Recognition** - James Philbert - Attorney-of-Law and former (Ag) Commissioner of Police
- **Distinguished Service Recognition** - Ian Kevin Ramdhanie - Academic Head of the Caribbean Institute for Security and Public Safety and member of the Police Service Commission
- **Institutional Excellence Recognition** - The University of Trinidad and Tobago
- **Outstanding Contribution to Public Safety and Crime Prevention** - Crime Stoppers Trinidad & Tobago



### IMPACT Awards

Established by: Amalgamated Security Services Limited

### Nominate Someone Today!

*Help us recognize those who inspire change.*

• For nominations and more information, visit:  
<https://www.assl.com/about-us/the-impact-awards-excellence-in-safety-security-education-and-community/>

#### Nomination Form

<https://www.assl.com/impact-award-nomination-form/>

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## Fundraising and Community Outreach

**Discuss efforts made to maintain ethical standards in business operations.**

**Example:**

► **Code of Ethics**

We strengthened our Code of Ethics and provided annual training for all employees to ensure full compliance with anti-corruption laws and regulations.

► **Supply Chain Responsibility**

We collaborated with suppliers who share our commitment to ethical practices, ensuring our security equipment and services meet the highest standards of integrity and sustainability.

**For 2024 - 2025, our ESG initiatives have reinforced our commitment to community engagement and support. Examples of activities ASSL ESG engaged in include:**

► **Participation in Key Events:**

ASSL hosted its annual Children's Christmas party, ASSL Building Inauguration, Impact Awards, Regional Recognition Awards Programme for Public Law Enforcement

► **Community Support:**

We supported the Association of Caribbean Commissioners of Police Annual General Meeting, Trinidad and Tobago Prison Service, Trinidad and Tobago Police Service, St Anthony's College, SLWA Family Day. This highlighted ASSL dedication to local causes and events.

► **Employee Recognition:**

The Annual Staff Long Service Awards, Christmas Staff Dinner united our staff, fostering a positive and festive work environment.





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The bouncy castle was a hit at ASSL's annual Children's Christmas party







### ► Fundraising and Community Outreach:

ASSL supported the St. Dominic's children home, children of the Grand Couva Area, Tabaquite and Port of Spain with a toy distribution and donations and Mission on a Vision Republic Day Fundraiser.

Our ESG activities for Financial Year 2024 - 2025 have effectively supported our organizational objectives, bolstered community relations, and improved internal morale. These efforts reflect our on-going commitment to integrating social responsibility into our business practices.

## AMALGAMATED SECURITY PARTICIPATES IN UNIVERSITY OF TRINIDAD AND TOBAGO OPEN DAY

**Institute of Criminology and Public Safety (ICPS) invited Amalgamated Security Services Ltd. (ASSL) to an Open Day hosted by the University of Trinidad and Tobago (UTT) at the Tamana Campus on Wednesday, 17th April 2024, from 10:00 am to 2:00 pm.**

This Open Day aimed to engage not only UTT students but also secondary school attendees. It presented an ideal platform for ASSL to showcase career pathways, opportunities, and engage with prospective candidates. ASSL participation immensely benefited the attendees by fostering meaningful connections and insights.

ASSL was represented by Cristal Reyes, Rachel Lezama and Carril Reyes-Telesford.

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# THINK PINK *Thursday*

Join us on **October 24th** to stand together to honour those affected by breast cancer and promote early detection and education.

☀️ **Here's How You Can Participate** ☀️

***Wear Pink!***  
Whether it's a shirt, scarf, or even pink accessories, come dressed in pink to show your support.

***Capture the Moment!***  
Take photos as a department or by yourself, and share your pink pride! Send your photos to:  
**pharnarine@assl.com**  
to be featured.

Let's turn ASSL pink and make a statement together!  
Thank you for your support and solidarity in the fight against breast cancer.



**Highlights:** Recognizing October as breast cancer awareness month.



# THINK PINK *Fundraising Bake Sale*

This October, in commemoration of Breast Cancer Awareness Month, we're bringing together the talents of our very own staff bakers. Stop by and treat yourself to homemade goodies while helping to make a difference.

Join us in supporting a great cause and our amazing colleagues at our **Fundraising Bake Sale!**

**WHEN:** October 24th, 2024  
**WHERE:** Downstairs Kitchen  
**TIME:** 1:00 pm - 3:00 pm

Proceeds from the sale will go directly to support an employee who is bravely undergoing treatment for breast cancer. Come for the treats, stay for the community, and let's make a positive impact together. Every bite counts!





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## ASSL Shines at St. Anthony's Tigers Can Cook Event!

We at Amalgamated Security Services Limited (ASSL) are proud to have participated in the "St. Anthony's Tigers Can Cook" event held on July 6th, 2024 at St. Anthony's College Grounds, Westmoorings. Alongside other generous sponsors, we contributed a variety of delicious dishes to support this wonderful cause.

Through ticket sales, the St. Anthony's Old Boys Alumni raised funds for much-needed improvements to the school's facilities and educational offerings. Our theme for 2024, 'Down the Pitch', truly resonated as we took home the prize for Best Presentation! Our dishes were creatively named and expertly crafted:

- Pork: **Out Swinger**
- Beef: **Cow Corner**
- Lamb: **Yorker**
- Fish: **Tail Ender**

Thank you to everyone who attended and supported this event. Together, we continue to make a meaningful impact in our community. Stay tuned for more updates on our ongoing initiatives!



### AMALGAMATED SECURITY SERVICES LIMITED

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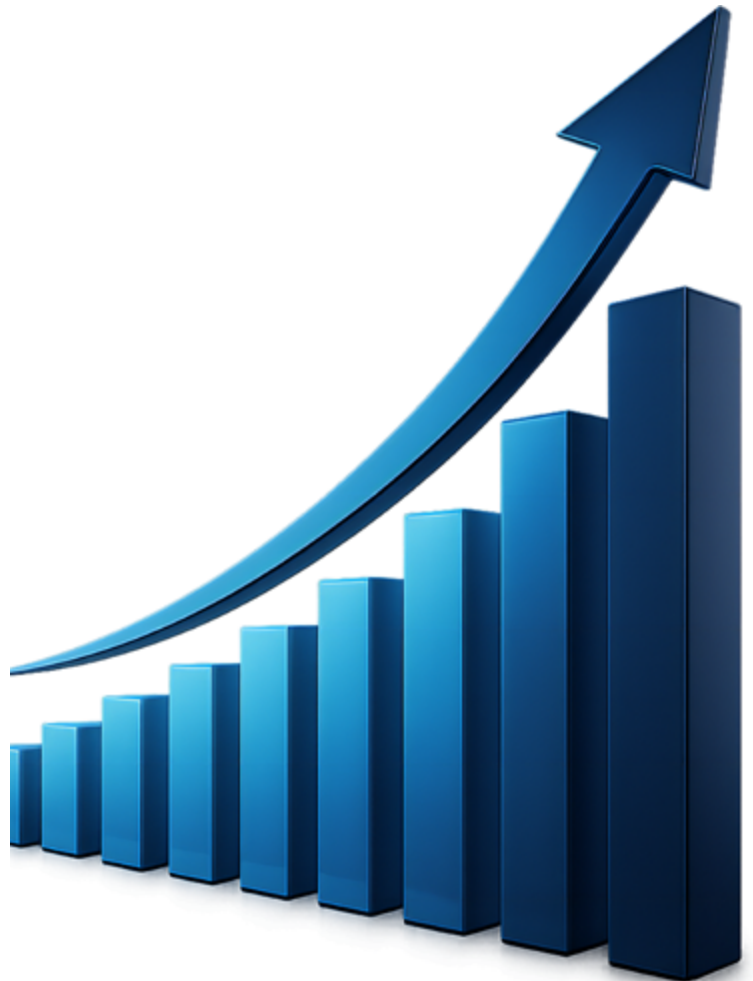


# ESG Financial Overview

## Financial Contributions and Impact

While specific financial details of ASSL's ESG investments are not publicly disclosed, the company's comprehensive approach reflects a strategic alignment with its business goals of innovation, professionalism, and community protection. By integrating ESG into its core operations, ASSL demonstrates a commitment to ethical practices and sustainable development, reinforcing its position as a leader in the security services industry.

In the 2024 to 2025 financial year, we allocated a percentage of our annual revenue towards ESG initiatives. This investment has had a measurable impact on both our local communities and the environment, and we remain committed to continuing this level of support in the years to come.



## Impact and Outcomes

Our ESG efforts have positively impacted various sectors, such as institutional support through donations made to national security locally and regionally. While we are awaiting the launch of some divisional community engagement initiatives, we made headway with our Christmas toy distribution and donations to various children's homes and communities. We still anticipate further insights from upcoming projects in the Human Resources, Information Systems, and Employee Engagement departments.

### Challenges and Areas for Improvement

One challenge involves enhancing understanding of our Community Support Program among divisional managers. To address this, the ESG committee chairperson will present at divisional meetings to clarify expectations and requirements.

### Looking Ahead: ESG Goals for 2025 - 2026

Plans for ESG at Amalgamated Security include expanding community engagement through local partnerships and fostering employee well-being and engagement. Some recommendations are:

- Increasing transparency in ESG activities
- Collaborating with other organizations to amplify impact
- Encouraging employee volunteerism

These strategies would align with the company's goals of growth, innovation, and strengthening its reputation as a socially responsible organization.



# ASSL 2025 - 2026 Strategy

**The strategy is to stay committed to existing ESG activities and enhance those where applicable and possible. Existing commitments include but are not limited to:**

## Operations

Delivery of superior quality aiming at 100% percent customer satisfaction.

## Health, Safety and the Environment

Continuous mitigation against risk in the work environment with the aim of making working within ASSL even safer. Continuous execution of the environmental management plan whilst always looking for options to further improve.

- ▷ Yearly beach clean-up (as far as is applicable)
- ▷ Yearly health and safety day
- ▷ Employee food security (Grow Your Own).

## Human Resource

Continuous review of policies and interactions with employees with the aim to strengthen relations with employees and improve the retention ratio, whilst further establishing ASSL as the preferred employer within the industry.

- ▷ Basic Security Training and Leadership and Development Training, K9 Commando Program; other specialized trainings as required.
- ▷ Educational opportunities for employees, e.g. ASSL's internet based LMS (Learning Management System)
- ▷ Work-related certifications, e.g. CEVO (Coaching the Emergency Vehicle Operator), or the internationally acknowledged ASIS certifications: CPP (Certified Protection Professional), PSP (Physical Security Professional, PCI (Professional Certified Investigator); IFPO certifications (International Foundation for Protection Officers).
- ▷ Yearly Anthony Joseph Awards, supporting children of employees.
- ▷ Annual Christmas Party for staff and children of staff as well as children from homes within ASSL communities.
- ▷ Annual Chairman Special Awards.

- ▷ Annual Employee Recognition.
- ▷ **Employee Assistance:**  
Continuous focus on identification and resolution of employee issues, work-related or private in nature including but not limited to 24/7 TeleCare Hotline; internal and external counselling; (subsidized) dormitories; soft loans.
- ▷ **Sports Club**  
Sports and Family Days (as far as is applicable) and other activities; options to purchase items like laptops, cell phones, TVs via internal financing programs.
- ▷ **Community Support and Improvement** (where the term 'community' is understood geographically as well as being part of the same or a similar industry):
  - **Regional Recognition Awards Programme for Public Law Enforcement:**  
On a yearly basis ASSL awards 9 top performers from 25 Caribbean police forces in front of their Police Commissioners at the AGM & Conference of the Association of Caribbean Commissioners of Police. ASSL invites all winners, sponsors the trophies and US\$5,000.00 for each of the three police forces that win first place. Sponsors a cultural night for all participants of the AGM.
  - **Amalgamated Security Saving Lives:**  
Each of ACCP's member forces can apply for free live saving trainings provided by ASSL.
  - **Forensic Investigations Support Programme (FISP):**  
Each of ACCP's member forces can once a year apply for a free forensic tool kit provided by ASSL.
  - **Support of St. Anthony's College (via sponsorship and participation in fundraisers)**
- ▷ **Ad hoc activities:**  
Including but not limited to sponsorship of partners; suppliers; employees or direct family of employees for special achievements. Community support as requested and approved. Community support in cases of natural or manmade disasters.



# Environmental Social Governance Report

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