

KINGS UK LTD

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Corporate Social Responsibility Statement

Kings UK was formed in 2000 by Ahsan Mohammed, Managing Director with a vision to build a caring ethical organization that cares for its customers and its employees.

Ahsan Mohammed has over 20 years diverse experience in the fields of careers guidance, counseling, training and employment both in the private and public sector. Before Kings UK, after graduation he started his career as a "Careers Officer" with a local education authority quickly being promoted to Senior Careers Officer with Cambridge Career Service then became a senior manager as Head of Careers Guidance and Counseling. However, being an entrepreneur the roles he thrived in were developing new departments and implementation of new government policy. With these skills and interests he found business development very attractive and over the years has developed a number of successful companies including Kings UK.

Kings is a growing, dynamic group of companies involved in recruitment of staff to the Thoroughbred industry and other industry sectors, offshore Information Technology Solution and construction services. Our Group Companies include Kings is a growing, dynamic group of companies involved in recruitment of staff to the Thoroughbred industry and other industry sectors, offshore Information Technology Solution and construction services.

Our Group Companies include:

Kings UK Security
Kings UK Cleaning
Kings UK Recruitment
Kings UK IT Solutions
Kings UK Construction

Kings UK believes in building long term business relationships with our customers with honesty and loyalty. Kings UK is a member of Office of the Immigration Services Commissioner (OISC), Recruitment and Employment Confederation (REC), Newmarket Business Association, Thoroughbred Breeders Association (TBA), UK.

This policy has three strands covering our duties; environmentally, socially and consideration of these commercially.

ENVIRONMENTALLY:

Kings UK is committed to promoting responsible stewardship toward the environment and its natural resources.

At Kings UK environmental responsibility includes:

- Recycling paper, cardboard, cans and bottles via a company-wide program
- Utilizing products and paper made from recycled materials
- Using an automated time reporting and paperless payroll system
- Partnering with suppliers and companies that are environmentally friendly
- Proper environmental disposal of computers, hardware or other potentially hazardous waste
- Recycling of printer toner cartridges.
- Utilizing telecommuting and alternative work schedules as an energy and resource saving option where practical
- Moving toward EPA energy star compliant office equipment by replacing antiquated equipment with energy star compliant equipment

We encourage our employees to:

- bring in a reusable beverage container or mug, instead of using disposable cups
- power down computer monitors at night and on weekends
- print and copy double-sided whenever possible
- use hand dryers in restrooms, rather than paper towels
- hold paperless meetings by utilizing technologies such as 'go to meeting' and material display and review via projector instead of handouts

We encourage our clients to 'go green' by offering products and services such as:

- renewable and recyclable badge stock and holders
- electronic badge will call
- electronic session tracking
- reusable lanyards
- online surveys and CME/CEU certifications
- electronic reporting

SOCIALLY AND IN THE COMMUNITY:

We will act as a responsible member of the local community and consider our impact on it, in particular with regard to our office location and employees' movements to and from the office, and will seek to recruit new staff and work with new suppliers where the local community will benefit most strongly. We will provide staff with additional leave to enable them to take part in voluntary work with local and national organisations, in particular where the opportunity provides a learning opportunity for the employee in addition to a benefit for the voluntary organisation.

COMMERCIALLY:

We will make our policies clearly visible to our customers and suppliers, and seek opportunities to work together and improve both our own methods and those of our partner organizations. Where practical we will apply a purchasing procedure that reviews the environmental and social approach of any potential supplier.

Ahsan Mohammed
Managing Director