

MSS Security is committed to providing a service that our clients can depend on, and operating in a way that honours our values and makes a positive contribution to our employees, our clients, local communities and the Australian people.

We conduct our business with the highest ethical standards to meet employment, legal, community and environmental responsibilities. MSS Security's commitment to corporate social responsibility manifests itself in corporate policies, our workforce culture, and the initiatives we support.

OUR PEOPLE

MSS Security provides its employees with a challenging and rewarding work environment which includes opportunities for personal growth and career progression. Our reward and recognition program seeks to celebrate employees whose performance promotes company values.

We are committed to workplace diversity, where all employees have equal access to career opportunities, mentoring, training, professional development, and other benefits. We treat employees fairly and respectfully and ensure they are not judged by their gender, age, ethnicity, cultural background, socio-economic background, sexual orientation, life and work experience, religious belief, disabilities, and family responsibilities.

We strive to make a real difference to people's lives and communities.

OUR VALUES

- Integrity** We build trust by keeping our word, our commitments, and our promises.
- Teamwork** We collaborate with others to get the job done.
- Attitude** We are consistently professional with external and internal clients. We communicate openly and effectively with our stakeholders.
- Performance** We go the extra mile for our clients.
- Passion** We pursue our work with energy and drive.

OUR CODE OF CONDUCT

We are committed to achieving and maintaining the highest standards of corporate integrity. Our management systems underpin compliance with legislation, regulations, accounting standards and industry best practice. MSS Security's Code of Conduct expresses a comprehensive statement of expectations covering standards, behaviour, and governance. It is an expression of fundamental values and represents the framework for decision-making for every employee.

The Code of Conduct establishes the following ethical business practices at MSS Security:

- We will obey the law
- We will act in good faith
- We will consider the impact of our decisions on our stakeholders and seek fair resolutions
- We will communicate openly and effectively with our stakeholders
- We will seek always to build trust, show respect, and perform with integrity.

OUR CORPORATE POLICIES

We firmly believe that a strong corporate governance framework is critical to achieving the company's strategic objectives and mission. MSS Security's Board of Directors is responsible for corporate governance which includes continuity of its business and long-term viability. This includes effective business practices which are embedded throughout our organisation in policies, processes, and procedures to sustain corporate social responsibility, including:

- Workplace Health and Safety Policy
- Fatigue Management Policy
- Drug and Alcohol Policy
- Environmental Policy
- Quality Policy
- Anti-Fraud and Corruption Policy
- EEO, Discrimination, Harassment & Bullying Policy
- Child Safe Environment Policy
- Social Media Policy
- International Labour Organisation Compliance
- Australian Modern Slavery Act Compliance
- Employee Standing Instructions
- Standard Operating Procedures
- Whistle-blower Policy.

OUR COMMUNITY INVOLVEMENT

MSS Security is proud of its community involvement and we are even more gratified to see our workforce wholeheartedly embrace community projects and fundraising activities to make a real difference. We are committed to our [Workplace Giving Program](#), - a centrepiece corporate social responsibility initiative. The program's philosophy is: 'Australians Helping Australians in Need'. In collaboration with our workforce, we provide financial assistance to selected registered Australian charities through regular employee contributions.

STRIVING FOR A BETTER FUTURE

As a large employer in Australia, MSS Security acknowledges the opportunity to become champions of corporate social responsibility – improving our planet's health, people's wellbeing, maximising resource use, reducing pollution and remaining competitive. We encourage positive practices to help us build a business that in every sense, contributes towards a better future.

At MSS Security, we practice shared ownership of corporate social responsibility. Philanthropy, volunteering, ethical workforce and supply chain practices, and effective environmental efforts all feature in the way we do business. This is fundamental to our vision for a safer world for generations to come.



Managing Director
MSS Security Group of Companies
Australia