



SECO GROUP | CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility Policy

SECO GROUP

Policy owner	SECO Group
Applies to	Employees, workers, suppliers and subcontractors where relevant
Review frequency	Annually, or sooner where legislation or business requirements change
Purpose	Supporting responsible, sustainable and socially valuable service delivery

1. Our commitment

SECO Group is committed to operating responsibly and to creating positive social, environmental and economic value through the way we employ people, purchase goods and services, manage our supply chain and deliver cleaning services.

Our approach is proportionate to our size as an SME. We focus on practical commitments that can be delivered, monitored and evidenced rather than making unsupported social-value claims. Where we deliver public-sector contracts, we will work with the contracting authority to identify community benefits that are relevant to the location, service and contract value.

2. Sustainable procurement

We consider sustainability when selecting cleaning products, consumables, equipment and suppliers, alongside cleaning performance, health and safety, regulatory requirements and value for money.

Review products and methods to reduce unnecessary chemical and consumable use.

Consider environmentally responsible alternatives where they are suitable for the cleaning specification and site.

Seek to minimise waste through appropriate dosing, stock control and correct product use.

Consider durability, energy and water efficiency when reviewing equipment.



Use reputable suppliers and expect goods and services to be supplied lawfully and ethically.

Review procurement arrangements during mobilisation and contract reviews to identify practical improvements.

3. Local employment, training and progression

One of the most direct community benefits SECO Group can provide is employment and skills development. Where operationally practical, we seek to recruit within or close to the communities in which our contracts are delivered.

We invest in role-appropriate training and development so that employees can build skills and progress within the business. Training may include health and safety, COSHH, PPE, manual handling, safe use of cleaning equipment, site safety, cleaning standards and customer-specific requirements.

We also seek to create progression opportunities into positions with greater responsibility, including Team Leader and supervisory duties. This supports service continuity, employee development and the retention of knowledge within the business.

4. Supporting SMEs and responsible supply chains

As an SME, SECO Group recognises the value that smaller and local businesses can bring to a supply chain. Where appropriate, we consider SMEs and local suppliers when purchasing products, equipment and specialist services.

Where subcontractors are required, selection is subject to appropriate checks including competence, quality, insurance, health and safety and other relevant compliance requirements. We aim to provide fair opportunities to capable SMEs rather than defaulting automatically to large national providers.

5. Third Sector and supported businesses

SECO Group is open to working with charities, community organisations, social enterprises, supported businesses and other Third Sector organisations where suitable opportunities arise.

We will not make commitments that cannot be delivered. For relevant contracts, we will discuss local priorities with the contracting authority and consider whether community organisations or supported businesses can appropriately contribute to, or benefit from, the contract while meeting required quality, safety and commercial standards.

6. Ethical sourcing and modern slavery



SECO Group expects its operations and supply chain to respect fundamental employment and human rights. We do not knowingly support forced labour, human trafficking, child labour or exploitative working practices.

Although the statutory modern slavery reporting requirement may not apply to SECO Group, we recognise the importance of responsible sourcing. Where proportionate, concerns relating to labour standards, ethical sourcing or supplier conduct will be investigated and appropriate action taken.

7. Equality, inclusion and fair opportunity

We are committed to fair and respectful treatment in employment and service delivery. Recruitment, training, progression and working arrangements are considered on the basis of role requirements, competence and legitimate business needs, without unlawful discrimination.

We seek to create opportunities for people to develop within the organisation and to maintain a workplace culture in which concerns can be raised and addressed appropriately.

8. Environmental responsibility

Environmental responsibility is integrated into our approach to cleaning. We seek to balance effective cleaning and hygiene with responsible use of chemicals, water, energy, consumables and transport.

Avoid unnecessary product use and waste.

Use appropriate dilution and dosing methods where applicable.

Consider lower-impact products and methods where suitable.

Plan staffing and service delivery efficiently to reduce unnecessary travel where practicable.

Review equipment and working methods for opportunities to improve efficiency.

Support customer recycling and environmental arrangements where these form part of the site requirements.

9. Value-added services

Our responsibility to clients extends beyond completing scheduled cleaning tasks. Where appropriate, SECO Group provides management support and practical recommendations designed to improve service outcomes.



Site inspections and cleaning audits.

Review of cleaning specifications, frequencies and staffing arrangements.

Recommendations on products, equipment and cleaning methods.

Identification of efficiency opportunities without compromising required standards.

Support during mobilisation, service changes and problem resolution.

Ongoing communication and review with the customer.

10. Community benefit on public-sector contracts

For contracts awarded through public procurement frameworks or Dynamic Purchasing Systems, SECO Group will seek to agree realistic community-benefit commitments during mobilisation where appropriate. These may include local recruitment, training and progression, use of SMEs or local suppliers, environmental improvements, community support or additional management expertise.

Where commitments are agreed, we will seek to make them measurable and review progress during the contract. Measures may include local jobs created or sustained, training completed, employee progression, SME/local supply-chain spend, community hours contributed, environmental initiatives or other customer-agreed outcomes.

11. Continuous improvement and measurement

Corporate social responsibility is reviewed as part of our wider approach to continuous improvement. Feedback from employees, clients, audits, suppliers and contract reviews can be used to identify opportunities for improvement.

Where an improvement is identified, we aim to follow a simple process: identify the issue or opportunity, review available solutions, implement an appropriate action, and monitor the resulting benefit. Relevant policies, procedures and commitments will be reviewed periodically as the business and its contractual responsibilities develop.

12. Governance and review

Responsibility for this policy sits with SECO Group management. Managers and Team Leaders are expected to support its principles within their areas of responsibility, and employees are encouraged to raise suggestions or concerns relating to responsible business practices.



This policy will be reviewed at least annually and may be updated sooner where there are material changes to legislation, procurement requirements, company operations or customer expectations.

Approved for use by SECO Group

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Date: 24th April 2026