KPO-137

Core Values and Code of Ethics Policy

Corporate Ethos

The Managing Director of Krypton sees his employees as an extension of his family. He is firm but fair and patient and objective and has built a team based on his primary principles which includes honesty, clarity and a positive work ethos that protects his clients and the reputation of a company that has steadily grown through his visionary approach and strategy. The concept behind the way in which policies, procedures and corporate culture has evolved surrounds a culture of shared successes and an inclusive working environment.

The organisation pledges to act as an ambassador to the Security Industry Authority and as one of their Approved Contractors within the Private Security Sector. It prioritises identifying and detecting potential security issues with preparedness and responsiveness in a professional manner.

Top management embraces innovation and evolution and embeds its commitments to growth as a business but also pertaining to the talent that it identifies and invests in, from within.

In line with our Corporate Social Responsibility Policy, we currently contribute to Cancer Research and we also sponsor the care of four dogs at a local kennel facility as well as sponsoring a boating event in the heart of Central London. Our charity donations that we feel are beneficial to our local community and the local geography in which we operate.

We have in place a number of policies embracing team ethics and respect to others and we also champion the development of our staff and opportunities for them to grow not just professionally but also personally and we encourage staff who want to study, with a number of staff being students where the business acts as a guarantor for them whilst they work and study. We operate an open door to our staff and believe in supporting our staff with flexible approaches to managing them to encourage a work life balance. We do however possess a zero tolerance on bullying, harassment and on any behaviours that do not allude or align to our own policies on conduct and the law – we are an equal opportunities employer and welcome applicants from diverse groups and abilities.

We offer competitive packages to recruitment candidates to attract the highest calibre, and we offer a proactive, experienced, expert and professional operational and contract management team.

Core Company Values
Our core values are centred around acting with integrity, transparency, innovation and accountability through collaboration and a strong emphasis on managers being effective leaders.

- **Employee Support and Welfare**

Top management acknowledges the importance of ongoing employee well-being, and we attribute our high staff and contract retention rates to our commitment to staff welfare, employee engagement, ongoing care and support and our approach to employee recognition by demonstrating how we value them in return for their hard work.

The company prioritises physical, mental, and emotional health through wellness programs and regular welfare checks and a newly acquired employee assistance program which is an independent confidential service available to all staff through Peninsula.

- **Equality, Diversity and Inclusivity**

Corporately, we embrace differences, equality, diversity, and inclusion cultivating an environment where everyone feels valued, heard, respected and comfortable in contributing ideas and lodging complaints without fear of reprisal or repercussion. As echoed within our extensive list of policies, we promote equal opportunities and ways in which to promote good practice in all that we do.

We pride ourselves on the extended family ethos that our staff presents and attribute our high retention rates on the team spirit and shared common goals that we have collectively developed and evolved into since the current Managing Director bought the company and made it what it is today.

- **Employee Engagement**

As we grow, we appreciate the need to encourage communication within the organisation and to encourage transparency with open, honest and respectful communication both internally and externally. Positive communication and collaboration fosters comradery and rapport, teamwork, innovation, idea sharing and problem solving.

We view employee engagement as a tool for growth, team building, sharing successes and achievements and enhancing the reputation of the organisation by building trust. It is our belief that employee engagement provides growth opportunities, empowerment, loyalty, professionalism, career progression and recognition.

- **Positive Company Culture**

The corporate mission statement incorporates our creative vision and achievable goals and objectives for staff at all levels making them feel a part of the team and in understanding how they contribute to where are and comprehending the impacts of poor performance constructively.

Our commitments to Corporate Social Responsibility encompasses sustainability and ethical practices and raising awareness amongst staff, suppliers, our clients and stakeholders. It is our belief that that our business activities and how it operates reflects our ethical standing.

- **Customer Centric Approach**

We have in place robust checks and practices that focuses on exceptional customer experiences with a proactive team that understands and responds to client expectations, needs and feedback.

We aim to work in partnership with a collaborative approach to customer requirements whilst building long-term relationships built on trust and through performance.

- **Committed to Continuous Improvement**

The organisation has worked hard to develop a systematic process approach to identify and address its own strengths and areas for improvement and development. The management team regularly reviews internal audit results and acts to implement enhanced practices.

It is vital that our professional partners and approved suppliers adopt acceptable practices and act responsibly in relation to ethical and responsible sourcing, polices that align with our own pertaining to on anti-slavery, diversity and equality and employment law and legal practices.

We focus on customer service by gaining understanding of their requirements, their challenges and their experiences and we focus on how we can build and exceed expectations on our service delivery to benefit them.

We respond proactively and positively to feedback, change and evolution, and we encourage and endorse a collaborative partnership with our clients, consumers, and stakeholders. We believe that transparency and rapport is the key to a successful working relationship.

Signed: Javed Iqbal Position: Managing Director Date: 14 / 08 / 2026