RedWatch
SECURITY

2024 - 2025

ANNUAL REPORT

"Protecting today, investing in tomorrow - delivering security with integrity, sustainability, and social value at the heart of everything we do."

Prepared By
Rachael Dawson

01934 854200

EXECUTIVE FOREWARD

01, September, 2025

At Red Watch Security Ltd, we are proud to provide professional security services that not only protect people, property, and assets but also contribute positively to society and the environment.

Sustainability is central to how we operate. Our business is about trust, responsibility, and resilience, and we recognise that our success depends on our ability to balance financial performance with environmental care, social value delivery, and ethical governance.

This report sets out our sustainability achievements during 2024- 2025 and our objectives for 2025 - 2026. It reflects our alignment with:

- The UK Government's Net Zero by 2050 strategy.
- The UK Social Value Model (Procurement Policy Note PPN 06/21)
- The United Nations Sustainable Development Goals (SDGs).
- Compliance with the Modern Slavery Act 2015, Data Protection Act 2018, and Finance Act 2017 (Corporate Criminal Offences - Anti-Tax Evasion).

We welcome feedback from clients, staff, and stakeholders to guide our continual improvement.

Regards,

Rachael Dawson

Rachael Dawson
Executive Manager

About Us

www.redwatchsecurity.co.uk

CORE SERVICES

- Manned Guarding
- Mobile Response and Keyholding
- CCTV Monitoring and Surveillance
- Dog Handling (K9 Units)
- Physical Penetration Testing

ACCREDITATIONS

- ISO 9001:2015 Quality Management
- ISO 14001:2015 Environmental Management
- Investors in People
- SIA Approved Contractor Scheme (ACS)
- Safecontractor
- Constructionline Gold
- Disability Confident Employer
- Living Wage Employer

Our Mission

Supplying the United Kingdom with streamlined and innovative security solutions, while reducing crime rates and enhancing trust in the community

Our Values

We believe in Safety and Security, Health and Wellness, Community Relationships, Trust and Transparency, Diversity and inclusion and Environmental Sustainability

Our Vision

To be recognised for our passion for service quality, honesty, transparency and development of personnel by all stakeholders.

Annual Company Performance Overview

2024 - 2025

Average Monthly Sales

£381,257

Sales goal

New Sites 189

Sales Revenue £4,575,090

Profit £38,222

Monthly Sales

Top Sales By Area (%)

Gender

INTERNAL RESPONSIBILITY

OUR PEOPLE AND CULTURE

At the heart of Red Watch Security Ltd is our workforce. We recognise that our people are not only the face of our business but also the foundation on which our long-term sustainability rests. As an employer, we are committed to creating a safe, inclusive and supportive workplace where every individual can thrive.

In 2025, we proudly gained recognition as a Living Wage Employer, guaranteeing that every member of our team receives pay above the national legal minimum.

This commitment reflects our belief that fair pay is the foundation of dignity at work and a vital part of our social value contribution.

In the same year, we also achieved Disability Confident Employer certification, demonstrating that our recruitment practices are accessible, inclusive and supportive of individuals from all backgrounds.

All employees have access to the BUPA Employee Assistance Programme (EAP), which provides confidential support for mental health, financial advice, and personal wellbeing.

An initiative we have extended to our clients and service users,

We are equally committed to professional development. Every officer undergoes a structured induction programme and regular refresher training, with Toolbox Talks delivered consistently across all sites and contracts.

10 hours of training per employee in 2024 - 2025.

20 target hours per employee for 2025 - 2026.

Training covers not only the technical requirements of their role, such as SIA licencing, health and safety and incident response, but also broader skills including equality, diversity, and data protection.

Looking Ahead:

We are preparing to introduce an ***apprenticeship programme*** in 2026 - 2027, designed to create new pathways into the security industry.

Our culture is one of openness and respect. We operate a transparent Open Door Policy, encouraging staff to share ideas, concerns, and feedback directly with senior management. This is reinforced by our regular welfare checks, particularly for mobile officers working alone, ensuring that staff wellbeing is prioritised as much as operational delivery.

Diversity and inclusion are also central to our approach. In 2025, we are proud to recruit 3% of our workforce from disadvantaged groups, including ex-offenders, veterans, and the long-term unemployed, providing them an opportunity to reintegrate into the workforce and build a long-term career.

As part of a new contract in Wales, we have recruited three bilingual Welsh-English team members from within 15 miles of the site, enabling us to provide a culturally inclusive space. To support this further, our key management team have begun learning Welsh, ensuring that bilingual delivery is not only a short-term initiative but a sustainable, long-term commitment.

Governance is equally important in our internal approach. All staff are vetted to BS7858:2019 standards, ensuring trust, reliability, and compliance. Our Integrated Management System (IMS) provides the framework for continual improvement, supported by quarterly reviews, internal audits, and corrective action tracking. This system underpins everything we do - from training records and staff recognition to health, safety and compliance.

INTERNAL SUMMARY

Internally, our Corporate Social Responsibility commitments are not just written policies. They are part of our cultures; paying fairly, training consistently, supporting wellbeing, embracing diversity, and maintaining the highest ethical and governance standards.

By investing in our people and embedding these values into the way we work, we strengthen the resilience of Red Watch Security Ltd and ensure that our services are delivered with professionalism, responsibility and integrity.

EXTERNAL RESPONSIBILITY

OUR CLIENTS, COMMUNITIES AND ENVIRONMENT

Our responsibilities do not end at the boundaries of our business. As a security provider, we recognise that our operations have an impact on the communities we serve, the clients who trust us, and the environment in which we operate. Delivering external responsibility is central to our sustainability strategy and underpins our commitment to being a trusted, ethical partner.

2024

From an environmental perspective, 2024 marked the establishment of our baseline Carbon Footprint, including fuel consumption across our mobile patrol fleet and waste management at Head Office, in Bristol

At our Head Office in Bristol, we have achieved a 76% reduction in paper usage through increased digitalisation and the adoption of secure software systems. All legacy paper-based documents have been securely shredded in compliance with GDPR and the Data Protection Act, ensuring both environmental benefit and information security

Our 2024 baseline has enabled us to set measurable reduction targets, with a commitment to reducing fleet-related CO2 emissions by 5% by the end of 2026. We have introduced telematics systems across our vehicles, improved driver awareness through training, and embedded a low-emission and hybrid fleet renewal policy to reduce environmental impact over the long-term

Our contribution to communities goes beyond providing safety and reassurance. We are proud to have continued our sponsorship of Shotton Colts U13s and Alderholt Youth U11 Girls, we also donated £2,500 to local charities, with our 2025 - 2026 target set at £3,000. Alongside financial support, we have committed to delivering 50 hours of staff volunteering time, allowing our employees to contribute directly to local causes and community initiatives.

Client responsibility remains at the core of our operations. We work in partnership with our customers to design and deliver solutions tailored to their needs, whether through manned guarding, mobile response, CCTV monitoring, or specialist services such as K9 units and Penetration testing. Our services are governed by clear assignment instructions, continuous monitoring, and transparent reporting. Client feedback is actively sought and incorporated into our continual improvement process, with any lessons learned feeding into our Lessons Learned Register and shaping future service delivery.

We also take our role in supporting the wider economy seriously. Over 50% of our supplier spend (Uniforms, PPE, Equipment etc) is placed within 50 miles of our Head Office, in Bristol. We prioritise working with SMEs and accredited contractors who share our values of compliance, sustainability, and ethical responsibility. All suppliers undergo due diligence checks covering right-to-work, national minimum and living wage compliance, anti-tax evasion, and sustainability practices.

EXTERNAL SUMMARY

Externally, our commitments are not just contractual obligations but part of how we define long-term partnership. We protect our clients by delivering reliable, accredited services; we protect our communities by supporting local initiatives, volunteering, and cultural inclusivity; and we protect our environment by setting clear reduction targets and embedding sustainability into our fleet and waste strategies.

By delivering security services with integrity, inclusivity, and environmental awareness, Red Watch Security Ltd affirms that our external responsibilities strengthen not only our reputation but also the communities and environments in which we operate.

Corporate Social Responsibility and Sustainability Key Metrics

TOMs	DESCRIPTION	2024 - 2025 RESULTS	2025 - 2026 TARGETS
NT14	Fair Pay and Employment: We are committed to being a fair and responsible employer	Gained accreditation as a Living Wage Employer	Maintain 100% workforce above the Real Living Wage
NT8 NT10 NT33	Inclusive Recruitment: We create opportunities for diverse and disadvantaged groups.	2 ex-offenders and veterans recruited. 3 Welsh-English bilingual staff hired within 25 miles of new Welsh contract	Recruit 2 more employees from priority groups. Maintain 75% of new hires from within 25 miles of site. Expand bilingual capability
NT18 NT21 NT25	Training and Development; We invest in our people to raise standards and strengthen resilience	Average of 10 training hours per employee 100% induction completion Regular Toolbox Talks delivered	Increase to 20+ training hours per employee Maintain 100% induction completion Prepare apprenticeship scheme for 2026 - 2027
NT32	Wellbeing and Support: We prioritise staff welfare and mental health	100% rollout of BUPA Employee Assistance Programme (EAP) for all staff Quarterly welfare checks for lone workers	Expand EAP usage to clients and services users as added value Achieve 70%+ positive score in staff wellbeing survey.
NT44 NT47	Carbon and Fleet CO2 Emissions: We are reducing our environmental footprint through smarter fleet management	Baseline CO2 emissions established: 3% reduced in fuel usage achieved.	Deliver 5% reduction in CO2 emissions through telematics and low-emission/hybrid vehicle adoption
NT46	Waste and Recycling: We are minimising waste and increasing recycling rates at Head Office	76% reduction in paper usage	95% reduction in paper usage Increase recycling rate to 80%+
NT30 NT31	Community and Social Value: We contribute to the communities we serve through time, support and funding	Donated £2,500 to charities Continued support of youth football teams	Deliver 50 volunteering hours Increase donations to £3,000+

COMMITMENTS 2025-26

"Our 2025 - 2026 roadmap sets a clear direction: reducing emissions, investing in people, strengthening communities, and embedding bilingual and inclusive services for a safer, more sustainable future".

01. LOCAL EMPLOYMENT AND INCLUSION

We commit to recruiting at least 75% of new staff from within 25 miles of their workplace, while continuing to create opportunities for disadvantaged groups, including ex-offenders and veterans.

02. BILINGUAL SERVICE DELIVERY IN WALES

We will continue to maintain and expand our Welsh-English bilingual capacity, with three local bilingual officers already recruited and key management staff learning Welsh to ensure long-term cultural inclusivity.

03. CARBON AND FLEET REDUCTION

We will reduce our fleet CO2 emissions by 5% by the end of 2026 through telematics monitoring, low-emission or hybrid vehicle adoption, and improved driving training.

04. COMMUNITY ENGAGEMENT AND VOLUNTEERING

We will deliver at least 50 volunteering hours and increase our charitable giving to £3,000 in 2025 - 2026, supporting grassroots initiatives and local causes.

05. TRAINING AND WORKFORCE DEVELOPMENT

We will deliver an average of 20 training hours per employee annually, continue regular Toolbox Talks, and prepare to launch an apprenticeship scheme in 2026 - 2027.