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## G4S Risk Management Statement of Conformance and Applicability

### Vision

G4S Risk Management operates and supports its customers in post conflict and or complex environments. This regularly involves the execution of contracts in countries in a state of weakened governance. It is therefore paramount that G4S Risk Management is committed to fulfilling its responsibilities on human rights by applying the United Nations Guiding Principles on Business and Human Rights (2011) across all of our business units.

### Mission

G4S Risk Management will design, deliver and execute compliant, cost efficient risk management and support services that enable our customers to conduct their business safely and successfully.

### Values

Our Conformance and Applicability Policy embraces the following G4S values:

- We act with **Integrity** and **Respect**
- We are passionate about **Safety, Security** and **Service Excellence**
- We achieve this through **Innovation** and **Teamwork**

### Statement of Conformance

This Policy demonstrates our commitment to conformance with our responsibility to respect human rights as stipulated in the following:

- International Code of Conduct for Private Security Service Providers;
- Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies during Armed Conflict;
- UNGP Guiding Principles on Business and Human Rights; Implementing the United Nations “Protect, Respect and Remedy” Framework 2011;
- Voluntary Principles on Security and Human Rights

G4S Risk Management shall also comply fully with all compliance requirements listed under ISO 18788:2015 with the following specific exclusion:

- 8.3.6 Use of force in support of law enforcement
- 8.5 Operations in support of law enforcement
  - 8.5.1 Law enforcement support
  - 8.5.2 Detention operations

### Commitment

G4S Risk Management shall demonstrate leadership and commitment with respect to the development and implementation of our own Security Operations Management System and continually improving its effectiveness by:

- Ensuring that the security operations policies and objectives are established and are compatible with the strategic direction of G4S.

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- Ensuring the integration of our Security Operations Management System requirements into our business processes.
  - Ensuring that the resources needed are available to establish, implement, operate, monitor, review, maintain and improve our Security Operations Management System
  - Communicating the importance of effective security operations management and of conforming to our Security Operations Management System and its legal responsibilities
  - Ensuring that our Security Operations Management system achieves its intended outcomes
  - Directing and supporting our staff in their contributions to the effectiveness of the Security Operations Management System
  - Promoting continual improvement
  - Supporting all personnel in management roles in their demonstration of their leadership as it applies to their areas of responsibility
  - Conducted scheduled management reviews

G4S Risk Management will provide evidence of active leadership by overseeing its establishment and implementation, and of motivating individuals in their implementation of security operations consistent with respect for human rights as an integral as part of our Mission, of G4S Risk Management and of its culture.

## Responsibility and Implementation

While the responsibility for compliance with this policy lies with business unit Managing Directors, it is also the responsibility of individuals throughout G4S Risk Management to take ownership and responsibility for the Human Rights responsibility of their own work. Everyone must endeavour to make themselves aware of the potential consequences and risks associated with non-compliance with this policy.

Business units are to implement this policy through their documented business management systems and conduct periodic audits/reviews to verify compliance and promote continual improvement in accordance with the G4S Risk Management Annual Business Operations Plan.



**Charles Burbridge**  
Managing Director  
G4S Risk Management

5<sup>th</sup> of March, 2019