

Vision

Through the implementation, utilisation and adherence to our quality management processes G4S Risk Management will be the customer partner of choice for the provision of broad spectrum risk management and support services in complex and challenging environments.

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 Compliance Policy embraces the following G4S values:

- We are AGILE, RELIABLE and INNOVATIVE
- Our CARING culture puts people and SAFETY first
- We deliver through TEAMWORK and always act with INTEGRITY

Commitment

The G4S Risk Management Directors' have the ultimate responsibility for looking after our people and securing the company's compliance with its relevant obligations. They are committed to ensuring that G4S Risk Management including all of its subordinate businesses will:

- Conform with the organisation's mandatory and voluntary compliance obligations;
- Support the established compliance governance principles;
- Understand the consequences of not complying with the organisation's compliance obligations, policies, processes and procedures.

The following legislative and regulatory areas inform and shape the G4S RMG mandatory compliance obligations:

- Anti-Bribery, Anti-Corruption, Anti-Money-Laundering and Prevention of Financing of Terrorism
- Business Licensing, Contracts Laws and Regulations
- Criminal Law, including Cyber Crimes regulations
- Environmental Legislation / Regulations
- Financial and Tax Regulations
- GDPR and Information Security Regulations
- Human Rights, including Anti-Slavery and Human Trafficking regulations
- Health and Safety Laws and Regulations, including Medical & Vaccinations requirements
- Immigration Laws / Regulations, including Visas

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- Procurement Laws / Regulations, including Import and Export Controls requirements
- Sanctions regulations

G4S Risk Management adheres to several voluntary compliance obligations, which form an integral part of our compliance regime, including, but not limited to the following:

- International industry standards (ANSI/ASIS PSC.1-2012, ISO 18788:2015 & ISO 9001:2015)
- International Code of Conduct for Private Security Providers
- The Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies

Objectives

- Fully comply with applicable laws and regulations.
- Enforce zero tolerance approach for behaviour that may involve breaches of legislation, especially those that expose our businesses to criminal risks.
- Foster a corporate culture of compliance through maintaining a sound internal control system, regular training and clear communications.
- Promote G4S Whistleblowing and Speak-Out channels and supporting procedures which encourage our employees and stakeholders to raise concerns about any suspected misconduct or malpractice to the Group.
- Conduct compliance risk analysis regularly.
- Assess compliance regularly to ensure relevant obligations are appropriate and valid.

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 quality 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.



Jon Allen
Managing Director
G4S Risk Management

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