

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

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;
- 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
- The Montreux Document on Private Military and Security Companies

Statement of Applicability

The statement of applicability is a requirement of ISO 18788:2015 and ISO 9001:2015 as specified in clause 4.3 of the standard. The statement takes into account: the scope and context of the organisation; the proactive risk treatment process in operation; also all applicable legal, contractual and human rights obligations.

ISO 18788:2015 requirements are addressed in the same order using the same numbering as shown in Annex A of the standard and demonstrates which clauses are applicable or excluded within the Security Operations Management System.



G4S Risk Management Statement of Conformance and Applicability

ISO 9001:2015 requirements are addressed in the same order and this statement explains which 'Quality' clauses are applicable, or not to the Quality Management System.

Please refer to the ISO 18788:2015 and ISO 9001:2015 Statement of Applicability tables at the end of this document.

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.
- 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 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.

| | |
|---------------------------------------|----------|
| Document Classification | Public |
| Version Date | Jan 2025 |
| Uncontrolled if printed or downloaded | |

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

22nd January, 2025



| | |
|-------------------------|---------------------------------------|
| Document Classification | Public |
| Version Date | Jan 2025 |
| | Uncontrolled if printed or downloaded |

Statement of Applicability Table - ISO 18788:2015

| Section | Title | Applicable or Not Applicable |
|--|--|------------------------------|
| A.4 Context of the organisation | | |
| A.4.1 | Understanding the organisation and its context | Applicable |
| A.4.1.1 | General | Applicable |
| A.4.1.2 | Internal context | Applicable |
| A.4.1.3 | Internal context | Applicable |
| A.4.1.4 | Supply chain and subcontractor mapping and analysis | Applicable |
| A.4.1.5 | Defining risk criteria | Applicable |
| A.4.2 | Understanding the needs and expectations of stakeholders | Applicable |
| A.4.3 | Determining the scope of the security operations management system | Applicable |
| A.4.4 | Security operations management system | Applicable |
| A.5 Leadership | | |
| A.5.1 | Leadership and commitment | Applicable |
| A.5.1.1 | General | Applicable |
| A.5.1.2 | Statement of Conformance | Applicable |
| A.5.2 | Policy | Applicable |
| A.5.3 | Organisation roles, responsibilities and authorities | Applicable |
| A.6 Planning | | |
| A.6.1 | Actions to address risks and opportunities | Applicable |
| A.6.1.1 | General | Applicable |
| A.6.1.2 | Legal and other requirements | Applicable |
| A.6.1.2.1 | General | Applicable |
| A.6.1.2.2 | Risk assessment process as described in ISO 31000 | Applicable |
| A.6.1.2.3 | Human rights risk analysis | Applicable |
| A.6.1.2.4 | Risk assessment process considerations | Applicable |
| A.6.1.3 | Internal and external risk communication and consultation | Applicable |
| A.6.2 | Security operations objectives and planning to achieve them | Applicable |
| A.6.2.1 | General | Applicable |
| A.6.2.2 | Achieving security operations and risk treatment objectives | Applicable |
| A.7 Support | | |
| A.7.1 | Resources | Applicable |
| A.7.1.1 | General | Applicable |
| A.7.1.2 | Structural requirements | Applicable |
| A.7.1.2.1 | General | Applicable |
| A.7.1.2.2 | Organisational structure | Applicable |
| A.7.1.2.3 | Insurance | Applicable |



G4S Risk Management Statement of Conformance and Applicability

| | | |
|-----------------------|---|----------------|
| A.7.1.2.4 | Outsourcing and subcontracting | Applicable |
| A.7.1.2.5 | Financial and administrative procedures and controls | Applicable |
| A.7.2 | Competence | Applicable |
| A.7.3 | Awareness | Applicable |
| A.7.4 | Communication | Applicable |
| A.7.4.1 | General | Applicable |
| A.7.4.2 | Operational communications | Applicable |
| A.7.4.3 | Risk communications | Applicable |
| A.7.4.4 | Communicating complaint and grievance procedures | Applicable |
| A.7.4.5 | Communicating whistle-blower policy | Applicable |
| A.7.5 | Documented information | Applicable |
| A.7.5.1 | General | Applicable |
| A.7.5.2 | Creating and updating | Applicable |
| A.7.5.2.1 | General | Applicable |
| A.7.5.2.2 | Records | Applicable |
| A.7.5.3 | Control of documented information | Applicable |
| A.8 Operations | | |
| A.8.1 | Operational planning and control | Applicable |
| A.8.1.1 | General | Applicable |
| A.8.1.2 | Performance of security-related functions | Applicable |
| A.8.1.2.1 | General | Applicable |
| A.8.1.2.2 | First aid and casualty care | Applicable |
| A.8.1.3 | Respect for human rights | Applicable |
| A.8.1.4 | Prevention and management of undesirable or disruptive events | Applicable |
| A.8.2 | Establishing norms of behaviour and codes of ethical conduct | Applicable |
| A.8.3 | Use of force | Applicable |
| A.8.3.1 | General | Applicable |
| A.8.3.2 | Use of force policy | Applicable |
| A.8.3.3 | Use of force procedures | Applicable |
| A.8.3.4 | General considerations for the use of force, firearms, or other weapons | Applicable |
| A.8.3.5 | Rules for the use of force (RUF) | Applicable |
| A.8.3.6 | Weapons authorization | Applicable |
| A.8.3.7 | Use of force training | Applicable |
| A.8.4 | Apprehension and search | Applicable |
| A.8.4.1 | Apprehension of persons | Applicable |
| A.8.4.2 | Search | Applicable |
| A.8.5 | Operations in support of law enforcement | Not applicable |
| A.8.6 | Resources, roles, responsibility and authority | Applicable |
| A.8.6.1 | General | Applicable |

| | | |
|-----------------------------------|--|------------|
| A.8.6.2 | Personnel | Applicable |
| A.8.6.2.1 | General | Applicable |
| A.8.6.2.2 | Selection, background screening and vetting of personnel | Applicable |
| A.8.6.2.3 | Selection, background screening and vetting of subcontractors | Applicable |
| A.8.6.3 | Procurement and management of weapons, hazardous materials and munitions | Applicable |
| A.8.6.4 | Uniforms and markings | Applicable |
| A.8.7 | Occupational health and safety | Applicable |
| A.8.8 | Incident management | Applicable |
| A.8.8.1 | General | Applicable |
| A.8.8.2 | Incident monitoring, reporting and investigations | Applicable |
| A.8.8.3 | Internal and external complaint and grievance procedures | Applicable |
| A.8.8.4 | Whistle-blower policy | Applicable |
| A.9 Performance evaluation | | |
| A.9.1 | Monitoring, measurement, analysis and evaluation | Applicable |
| A.9.1.1 | General | Applicable |
| A.9.1.2 | Evaluation of compliance | Applicable |
| A.9.1.3 | Exercises and testing | Applicable |
| A.9.2 | Internal audit | Applicable |
| A.9.3 | Management review | Applicable |
| A.10 Improvement | | |
| A.10.1 | Nonconformity and corrective action | Applicable |
| A.10.2 | Continual Improvement | Applicable |
| A.11 | Maturity model for the phased implementation | Applicable |

Statement of Applicability Table - ISO 9001:2015

| Section | Title | Applicable or Not Applicable |
|--------------------------------------|--|------------------------------|
| 4 Context of the organisation | | |
| 4.1 | Understanding the organisation and its context | Applicable |
| 4.2 | Understanding the needs and expectations of stakeholders | Applicable |
| 4.3 | Determining the scope of the quality management system | Applicable |
| 4.4 | Quality management system and its processes | Applicable |
| 5 Leadership | | |
| 5.1 | Leadership and commitment | Applicable |
| 5.1.1 | General | Applicable |
| 5.1.2 | Customer focus | Applicable |
| 5.2 | Policy | Applicable |
| 5.2.1 | Establishing the quality policy | Applicable |

| | | |
|---------------------|---|----------------|
| 5.2.2 | Communicating the quality policy | Applicable |
| 5.3 | Organisation roles, responsibilities and authorities | Applicable |
| 6 Planning | | |
| 6.1 | Actions to address risks and opportunities | Applicable |
| 6.2 | Quality objectives and planning to achieve them | Applicable |
| 6.3 | Planning of changes | Applicable |
| 7 Support | | |
| 7.1 | Resources | Applicable |
| 7.1.1 | General | Applicable |
| 7.1.2 | People | Applicable |
| 7.1.3 | Infrastructure | Applicable |
| 7.1.4 | Environment for the operation of processes | Applicable |
| 7.1.5 | Monitoring and measuring resources | Not Applicable |
| 7.1.6 | Organisational knowledge | Applicable |
| 7.2 | Competence | Applicable |
| 7.3 | Awareness | Applicable |
| 7.4 | Communication | Applicable |
| 7.5 | Documented information | Applicable |
| 7.5.1 | General | Applicable |
| 7.5.2 | Creating and updating | Applicable |
| 7.5.3 | Control of documented information | Applicable |
| 8 Operations | | |
| 8.1 | Operational planning and control | Applicable |
| 8.2 | Requirements for products and services | Applicable |
| 8.2.1 | Customer communication | Applicable |
| 8.2.2 | Determining the requirements for products and services | Applicable |
| 8.2.3 | Review of requirements for products and services | Applicable |
| 8.2.4 | Changes to requirements for products and services | Applicable |
| 8.3 | Design and development of products and services | Applicable |
| 8.3.1 | General | Applicable |
| 8.3.2 | Design and development planning | Applicable |
| 8.3.3 | Design and development inputs | Applicable |
| 8.3.4 | Design and development controls | Applicable |
| 8.3.5 | Design and development outputs | Applicable |
| 8.3.6 | Design and development changes | Applicable |
| 8.4 | Control of externally provided processes, products and services | Applicable |
| 8.4.1 | General | Applicable |
| 8.4.2 | Type and extent of control | Applicable |
| 8.4.3 | Information for external providers | Applicable |
| 8.5 | Production and service provision | Applicable |

| | | |
|---------------------------------|---|------------|
| 8.5.1 | Control of production and service provision | Applicable |
| 8.5.2 | Identification and traceability | Applicable |
| 8.5.3 | Property belonging to customers of external providers | Applicable |
| 8.5.4 | Preservation | Applicable |
| 8.5.5 | Post-delivery activities | Applicable |
| 8.5.6 | Control of changes | Applicable |
| 8.6 | Release of products and services | Applicable |
| 8.7 | Control of non-conforming products | Applicable |
| 9 Performance evaluation | | |
| 9.1 | Monitoring, measurement, analysis and evaluation | Applicable |
| 9.1.1 | General | Applicable |
| 9.1.2 | Customer satisfaction | Applicable |
| 9.1.3 | Analysis and evaluation | Applicable |
| 9.2 | Internal audit | Applicable |
| 9.3 | Management review | Applicable |
| 9.3.1 | General | Applicable |
| 9.3.2 | Management review inputs | Applicable |
| 9.3.3 | Management review outputs | Applicable |
| 10 Improvement | | |
| 10.1 | General | Applicable |
| 10.2 | Nonconformity and corrective action | Applicable |
| 10.3 | Continual Improvement | Applicable |