

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

[CFR 60-741.44]

G4S SECURE SOLUTIONS provides equal employment opportunities (EEO) to all employees and applicants for employment. Our policy is to administer all personnel actions without regard to race, color, religion, national origin, gender, gender identity or expression, age, disability, veteran status, sexual orientation, genetic information (family medical history), or any other status protected by law. This policy applies to all employment actions and decisions, including (but not limited to) recruiting, hiring, training, education, compensation, promotions, benefits, transfers, involuntary terminations, and social or recreation programs. We want to ensure that all employment decisions are based solely on valid job requirements.

All supervisors, managers, and executives within G4S SECURE SOLUTIONS share the responsibility to monitor and enforce our policy of equal employment opportunity. All employees are responsible to always conduct business in a manner that encourages equal opportunity without regard to the race, color, religion, national origin, gender, age, disability, veteran status, sexual orientation, genetics, gender identity or expression, or any other status protected by law of any applicants, other employees, customers or vendors.

G4S SECURE SOLUTIONS will not tolerate retaliation, harassment, intimidation, threats, coercion or discrimination against anyone who files a complaint, exercises a right, opposes improper conduct, or assists in an investigation under our Equal Employment Opportunity policy or our Affirmative Action Program.

As a federal contractor, we are required to have an Affirmative Action Plan. Its purpose is to ensure that all qualified applicants and employees are considered for job openings, promotions, training, pay raises and other opportunities. To monitor our progress, we record the gender and race of all personnel actions. This information is confidential. We use it to monitor and ensure that women, minorities, people with disabilities and all veterans receive equal consideration.

G4S SECURE SOLUTIONS will provide reasonable accommodation to qualified individuals with a disability consistent with the law. What constitutes a reasonable accommodation depends on the circumstances and thus will be addressed on a case-by-case basis.

