

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.

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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

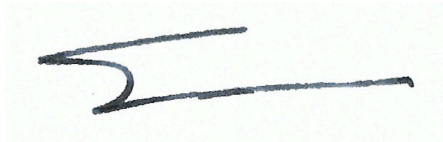
G4S Risk Management will provide evidence of active leadership by overseeing its establishment and implementation, and of motivating individuals in their implementation of security operations consistent with respect for human rights as an integral part of our Mission, of G4S Risk Management and of its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

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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

12th February, 2024



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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