

## SOME FINAL G4S FACTS

G4S is the official security services and cash transportation provider to the London 2012 Olympic Games.

G4S protects US embassies in around 50 countries.

In a survey of operational staff, 81% said they would recommend G4S to a friend.

G4S entered the FTSE 100 in 2007.

G4S is the world's largest provider of electronic monitoring services – monitoring 45,000 offenders a day.

G4S provides cash solutions and expertise in 65 countries worldwide.

In Africa, G4S is the largest private sector employer.

G4S has invested £800 million in acquisitions over the last three years.

In a survey of G4S's management 95% said that G4S had a compelling strategy and strong leadership.

G4S can trace its roots back over 100 years.

G4S achieved 2nd place in 'Britain's Top Employer' award in 2011.

G4S had £7.4bn turnover in 2010, an increase of 85% since 2005.



### Providing rewarding and exciting careers globally

- Airports, ports and retail
- Banks and the cash cycle
- Sporting events and rock concerts
- Offender management
- Specialised solutions to governments



# WELCOME TO G4S

Welcome to G4S. You have joined the world's leading security organisation and one of the world's largest private sector employers. We have more than 625,000 employees in more than 125 countries, so we are well placed to offer our employees an amazing variety of career opportunities and challenges you simply won't find anywhere else.

The areas we are involved in are as diverse as the people we employ:

- We secure airports, ports and embassies from London to Baghdad.
- We manage the cash cycle for leading retailers and banks around the world.
- We ensure ATMs have enough cash to meet consumers' shopping needs.
- We safeguard prestigious sporting events, rock stars and government buildings.
- We provide a range of services for offenders including safe transportation, electronic monitoring and custody.
- We are one of the largest mine action organisations in the world, working in post-war reconstruction zones.

If you'd like to know more about G4S, please ensure that you see the G4S Induction DVD. Ask your Supervisor or HR Manager, if you have not already seen it.

## Developing your career at G4S

We hope that you enjoy your career with G4S and are happy in your current role. In the future you may choose to progress and develop your career and there are plenty of opportunities to do so. People who thrive at G4S are those who share our passion for excellence and like to take accountability and responsibility.

### Operational roles

At operational level we offer a range of roles from security officers, drivers, prison custody officers, events stewards and detainee custody officers to cash controllers and baggage handlers. Career opportunities at this level allow for a great variety of personal development.

### Management and support roles

These roles are too varied to list but include the chance to work in some fascinating places like prisons and embassies or in some unique businesses like cash management, risk consultancy, electronic monitoring and event security. There are also a whole range of functional roles like finance, technology, HR, communications and business development.

Internal vacancies can be found at [www.careers.g4s.com](http://www.careers.g4s.com) along with career advice, interview techniques and tips for writing your CV.

## Reviewing your performance

We should all receive an appraisal once a year. At this meeting your supervisor/manager can give you constructive feedback on your performance at work as well as give you an opportunity to discuss your views.

## Encouraging self learning

We have a range of workbooks which can help you develop your knowledge and abilities. One such workbook, 'Encouraging self learning', will help you to understand how to:

- Improve your performance
- Plan your learning
- Understand different learning styles

Please speak to your Supervisor if you would like to get a copy of this workbook.

## Our G4S promise

Give you tools and support

Respect your voice

Work for a winning organisation



Make a difference to society

Recruit and engage the best people

Develop your career

*securing our future together*

At G4S we believe we will continually attract, engage, develop and retain the very best people. Our expectation is that our people will contribute and perform to high standards within an environment which offers unique opportunities and challenges. We will be **Securing our future together** and making a positive difference to employees, communities and customers we serve.



You have to set personal goals and then achieve them yourself. Every day brings wonderful new challenges.

**Gerhard**  
Skipper, Emergency Response vessel  
G4S Nigeria



I've flourished more than I could ever have hoped to under the guidance of the managers I have reported to. I regard them as my mentors. I would recommend G4S in a heartbeat.

**Henry**  
Supervisor, G4S London



## Employee confidential hotline

To ensure we monitor the welfare of our employees or any possible wrong doings in the business, please report any concerns to your local employee confidential hotline.

## Our 2011 employee survey results show how G4S protects its employees in the workplace

**95% of our employees** agreed that they understand the procedures they should follow to do their job.

**88% of our employees** agreed that they have been well trained to perform their job.

**79% of our employees** agreed that they have the tools and equipment to do their job.

G4S takes health and safety in the workplace very seriously. Not least it operates on high ethical standards and within the boundaries of the local labour laws, ensuring employees are treated fairly.

## Making a difference to the communities we live in

G4S plays an important role in society. Whether it is through our mine action teams removing unexploded ordnance from former conflict zones, or our staff in prisons running rehabilitation programmes, or where we protect government embassies or multi-national corporations. We make a difference by helping people to operate in a safe and secure environment.

G4S also provides funding, volunteers and services to a wide range of organisations and charities in the communities in which our employees live and work. If you would like to know more about the work that we do, please see the annual G4S CSR Report.