



**Providing a wide range of  
rewarding and exciting  
careers globally**

Securing Your World



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# THE CHANGING WORLD OF G4S



Our vision

To be recognised as the **global leader** in providing **security solutions**

G4S was the result of the 2004 merger of two security giants, Group 4 Falck and Securicor. You may know these companies for their uniformed security officers and black windowed prison vans, but this belies the wide range of exciting services that G4S has to offer. The real world of G4S is a dynamic global enterprise that offers a wide range of exciting and rewarding career opportunities that you simply won't find anywhere else. Here are just a few things you might not know about us and why we are a great employer.

**Firstly, G4S** is the world's leading international security solutions group. We are global experts in the assessment and management of security and safety risks for buildings, infrastructure, materials, valuables, people and society.

The work we do helps to ensure the safety and welfare of millions of people in more than 110 countries worldwide. We develop long-term strategic partnerships with customers where we can help them to deliver their own business objectives – either increasing their revenues, reducing costs, managing risks, protecting critical assets or improving their service delivery to customers.

**Secondly**, with around 600,000 employees, G4S is the second largest multinational private employer in the world. In the UK, where we have our head office, we were awarded 7th

place in the 2010 Britain's Top Employer awards programme.

**Thirdly**, we have a heritage that dates back over a century. When Group 4 Falck and Securicor merged, we became a leading force in global security solutions. This enabled us to draw on our combined global resources and expertise in logistics, technology, risk consultancy and project management, as well as experience of managing large workforces of private security personnel.

The areas we're 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 cash machines 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, monitoring and custody. We are the largest de-mining company in the world, working in post war reconstruction zones – the list goes on and on. In fact, our work touches people's lives in nearly every area you can imagine.

We nurture people's talents and help them grow, providing them with all kind of career opportunities to fulfil their expectations and aspirations.

**So why not join us and be part of our exciting journey.**

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G4S is the world's leading international security solutions group. Not only that but we are a FTSE 100 company and the second largest multinational private employer in the world. As such we offer potential employees an amazing variety of exciting career opportunities and challenges that you simply won't find anywhere else.

We want to share our story with you so that you too can understand why G4S is such a great employer. This guide will also give you an insight into our culture and how it feels to be a part of G4S.

We are very proud of our success and are committed to employing the best people and empowering them to unlock their full potential and build rewarding, challenging and long term careers.

**Nick Buckles**

Chief Executive, G4S plc

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I was surprised that G4S was so much more than cash deliveries and guarding services.

G4S also has the ability to bring people on board not necessarily for what they are doing today but looking at their potential for broader roles.

**Stéphane Bouvier**

Finance & Commercial Director  
North & West Europe Region  
G4S plc

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# WHAT G4S OFFERS ITS CUSTOMERS



G4S's tremendous strength lies in its expertise, knowledge and global footprint derived from providing security solutions in diverse regulatory environments in more than 110 countries for many years. Additionally, the Group continues to add new capabilities, both via mergers and acquisitions – more than 100 since the formation of G4S in 2004 – and by recruiting individuals with relevant experience to lead, develop and grow such a global business.

This has allowed us to focus on sectors where security is of strategic importance, such as oil and gas, aviation and seaports, where G4S often manages facilities on behalf of clients. We forge relationships with key international players by gaining a thorough understanding of the environments in which they operate, the pressures they face and the issues that matter to them. We apply a consultancy approach from risk assessment right through to the delivery of a solution.

See page 4 for the wide range of career opportunities that are available in G4S.



In many of these sectors, we are the first security organisation to take the lead and invest and develop a comprehensive, global, integrated security offering.

**Graham Levinsohn**

Group Strategy and Development Director  
G4S plc



**Governments**

We are a trusted partner to many governments worldwide where we secure borders, protect embassies, rehabilitate offenders and keep some of the world's most important buildings safe and secure.

**Financial Institutions**

As protector of banks' most precious assets we help money make the world go around through efficient cash cycle management and protection of assets and people across the globe.

**Retail**

We've taken the skills that have led us to be one of the world's most trusted cash management outsourcers for banks and tailored them to protect retailers' valuables and help them re-engineer the way they manage their cash cycle.

**Energy and Utilities**

We are a vital behind-the-scenes cog in the workings of energy and power providers worldwide, helping protect vital supplies, keeping vulnerable energy workforces safe, and ensuring power businesses run at maximum efficiency in more ways than one.

**Ports and Airports**

We ensure the safe passage of travellers, crew and cargo and the efficiency of the international transport system through a full range of aviation operations spanning over 60 airports and 80 airlines across 34 countries and around 20 ports worldwide.

**Leisure and Events**

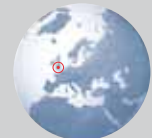
As an experienced partner to flagship international sporting and music events, we ensure safety and security at some of the most exciting events in the entertainment calendar.

**Case study | Cash**



**London cash centre**

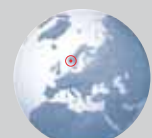
G4S's London cash centre sets the industry standard for speed, security and efficiency in cash cycle management and in doing so, plays a vital part in keeping cash flowing around the heart of the UK's economy. The site handles 72,000 services every month, managing cash flow through banks, ATMs and retailers across the city. This allows cash to be processed on demand to drive maximum efficiency for customers.



**Case study | Airports**

**Oslo Airport**

Last year G4S helped ensure the safe passage of over 18 million passengers through Oslo Airport. We helped to contribute to the airport being heralded as one of the most efficient and punctual airports in Europe by both the Air Transport Research Society and Association of European Airlines.



# WHAT G4S OFFERS ITS EMPLOYEES

For those of you who may be thinking that a career in the security industry isn't dynamic enough, please think again! There are very many reasons why G4S is a great employer.

For starters, it's hard to comprehend what a massive scale we work on and the exciting areas we work in. As such we have an amazing variety of stimulating, rewarding and exciting opportunities that provide our people with career longevity, variety and fulfilment. Career prospects at G4S are second to none, and internal promotion is a key part of our culture. Just ask our employees.

We may be large, but we will always endeavour to treat our employees as individuals and give them every opportunity to flourish. When we see potential, at any level, we will do our utmost to develop that potential by providing

the necessary support and training. We give people the freedom to deliver and the people that thrive at G4S are those who like to take accountability, responsibility and share our passion for excellence.

And size doesn't make us bureaucratic. We are a highly networked organisation and ideas don't necessarily have to reach the top in order to be shared effectively as collaboration is a major focus. One of the ways in which we add most to the business through our huge geographical reach is by identifying best practice and sharing it across the Group. We also actively encourage people to move around internationally, to experience different cultures, challenges and ways of working – whether that's a two-week job swap or a permanent relocation. It's a great way of stretching and developing people, and of sharing ideas and innovation.



## G4S Values

We think of our values as the "DNA" of our organisation and as such, they underpin the decisions that we make every day. They are what differentiates us from other organisations.

### Customer Focus

We have close, open relationships with our customers that generate trust and we work in partnership for the mutual benefit of our organisations.

### Teamwork and Collaboration

We collaborate for the benefit of G4S as a whole.

### Performance

We challenge ourselves to improve performance year-on-year to create long-term sustainability.

### Best People

We always take care to employ the best people, develop their competence, provide opportunity and inspire them to live our values.

### Expertise

We develop and demonstrate our expertise through our innovative and leading edge approach to creating and delivering the right solution.

### Integrity

We can always be trusted to do the right thing.



G4S has a very friendly culture and is very open in terms of communication. New recruits are often pleasantly surprised by the warmth in which they – and their ideas – are welcomed. We're not afraid of innovation and new ideas, we embrace them.

### Irene Cowden

Group HR Director  
G4S plc



[www.britainstopemployers.co.uk](http://www.britainstopemployers.co.uk)



I joined G4S at a very exciting time as the company drives forward with its global sector solutions strategy, It is great to be involved in developing the skills and strategies that are necessary to make G4S a global leader in the port sector. It has given me a tremendous opportunity to work with highly talented, entrepreneurial people in a growing business of world repute, serving a sector that matters to us all.

### Jorge Machnizh

Director, Oil and Gas Solutions  
G4S Plc



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 Hamilton

Supervisor  
Coutts & Co, London  
G4S



# OUR PROMISE TO EMPLOYEES

At G4S, our employer brand is integral to our core values. It describes the mix of characteristics, benefits and ways of working within G4S that differentiates us from other organisations.

We believe we can only deliver our promises if we have a true partnership with our people, so that we can secure our future together.

## G4S Employee Promise:

At G4S, we offer to help develop your potential through a variety of stimulating and unique career opportunities in a winning, global organisation:

- We endeavour to respect the voice of each individual whilst protecting your needs.
- G4S trusts you to make a positive difference to the security and wellbeing of our customers and society, whilst providing you with the tools, the support and the space to perform your role to the best of your ability.
- We truly believe that each employee should share in the success that working for a winning organisation can bring.

## G4S promises to ...



## ... and will deliver

... securing our future together

# TYPES OF CAREER OPPORTUNITIES IN G4S

The career opportunities that G4S has to offer potential recruits are endless and our business is all about our people. From jobs at operational/front line level right through to our strategic management roles, we firmly believe that in order to be recognised as the global leader we must always strive to employ the very best people.

We are proud of our ability to attract the best, select the best and then support them in the early stages, and thereafter develop their career to the limits of their potential.

You will find that in every business in every country we have a large number of employees who have worked their way upwards in the organisation, fully supported by robust training and development.

## Operational roles

We have roles for ordinary people doing extraordinary things and making a real difference to the customers we serve. Career opportunities at this level allow for personal development that has few limits.

Our operational roles vary from security officers, drivers, prison custody officers, events stewards and detainee custody officers to cash controllers and baggage handlers.

Wherever you join us, you'll find a secure, friendly and professional working environment, and be given all the support, training and encouragement you need to build and develop a long-term career with us.

## Management and support roles

We have an enormous range of middle management and support roles at G4S, where our employees provide leadership and motivational support combined with delivery on our strategic vision and making sure that everything we do is in line with our top level objectives.

The management career opportunities are too varied to list but include the chance to work in some amazing places like prisons and embassies or in some unique businesses like cash management, risk consultancy, electronic monitoring and event organisation. There are also a whole range of functional roles like finance, technology, HR, communications and business development. The career prospects at this level are second to none, with internal promotion being a key part of our culture.

## Strategic management roles

Whether you are managing director of Saudi Arabia or regional finance director for our Asia Pacific region, as a strategic leader at G4S, you can help us to realise new opportunities, set new standards and build on the extraordinary successes we've accomplished to date.

Given the nature of the markets we operate in, the responsibilities are considerable – but so are the opportunities and the recognition. We give you the autonomy to achieve great things in a culture where you'll never be held back.



In G4S, we believe that if we have the best people it will help to differentiate us in the marketplace. Growing our own talent internally is essential to our continuing success as well as ensuring that we sustain the flow of talent through the organisation. At strategic management level we have invested in the systematic identification of successors to leadership roles and the continuing development of our employees. Additionally we run an award winning Leadership Programme for middle management with modules held all over the world.

**Jo Dunne**

Director of Talent Management  
G4S plc



The G4S Leadership Programme took me to four other countries – UK, Austria, South Africa and the US – giving me an excellent opportunity to mix with people from other continents, cultures and disciplines. The programme made me more aware, widened my vision and gave me exposure to theory that I now put into practice.

**Chris Wong**

Executive Director, Manned Security  
G4S Security Services  
(Hong Kong) Limited



## Employees by region



37%  
Asia



13%  
Continental Europe



18%  
Africa



17%  
The Americas



8%  
UK & Ireland



7%  
Middle East

# HOW G4S SETS BEST PRACTICE STANDARDS GLOBALLY

G4S manages its business in a way that protects employees, communities, the environment, customers, suppliers and other stakeholders. Integrity is one of the Group's core values – so being a responsible business partner, employer, customer and supplier is an important part of our strategy and forms an essential foundation for the way we carry out our business.

To ensure that we live up to our standards and to firmly embed them in our business, we monitor them through a robust measurement system. This enables us to continue to set meaningful and realistic targets for the future.

## Our people

We believe that it is vital in an organisation of our size and complexity – where language, behaviours and cultures vary – to have clear and consistent standards. These standards help to ensure that all employees are treated with respect, dignity and fairness, regardless of where they work or what they do. Compliance with these standards forms the basis of a strong relationship with employees based on trust. Such a relationship is also essential for engaging employees in the business and gaining their commitment to perform at their best.

## Our standards cover such issues as:

- Performance appraisals
- Training, development and succession
- Recruitment, selection and screening
- Health and safety
- Diversity and inclusion
- Transparent and fair procedures for disciplinary matters, grievances and redundancies
- Reward and recognition
- Labour relations and freedom of association



Across G4S, we work with governments, industry bodies, customers and unions to improve conditions for employees wherever the market and economic conditions allow, for example through our global partnership with UNI Global Union, or through our stringent health and safety standards. We always strive for continuous improvement in the safety, security and welfare of our employees.

We also believe that caring for and supporting our employees during difficult times is an essential element of the employment relationship. The Group operates in many countries that are often afflicted by natural disasters or where employees are occasionally subject to trauma during the course of their duties. When this occurs employees are offered counselling and support.

The G4S Employees' Trust is also available to make grants to employees to ease financial hardship in a variety of situations. Last year the Employees' Trust Fund made grants totalling more than £200,000 to individual employees of which approximately half went to employees in our developing markets.



## DIVERSITY AND INCLUSION

In G4S we believe that increased diversity is vital to our continued success because the skills and talents needed to lead, develop and grow a global business are found in people from a diverse range of backgrounds. We recognise not only that increased diversity will lead to business improvements but will also help us connect more effectively with the customers and communities we serve.

### Theresa White

Head of Diversity and Talent  
G4S plc



## RESOURCING

G4S is continually enhancing and developing the ways it approaches, attracts and manages both active and passive candidates using the latest online, social, and innovative resourcing technologies and media channels.

Our corporate career section, [www.g4s.com/careers](http://www.g4s.com/careers), provides candidates with an opportunity to learn more about G4S careers, search for live jobs, engage in community discussion and debate and create a personal profile to promote themselves to our hiring managers, which is also continually matched to the latest vacancies available globally.

### Colin Minto

Head of Resourcing  
G4S plc



# HOW G4S SETS BEST PRACTICE STANDARDS GLOBALLY



## Our integrity

We have a clear business ethics policy to reinforce our principles throughout the organisation and help make them a reality wherever we operate. Monitoring compliance with our policy is a key part of ensuring we live up to our promise to demonstrate integrity. Sources of information that allow us to monitor compliance include: internal audit, global and local whistle blowing facilities, external audit and ongoing management reporting.

As a result of having such a clear corporate code of conduct, we are confident that wherever G4S operates around the world our employees are guided by a common set of principles and our stakeholders can see that G4S sets high ethical standards for the industry.

The business ethics policy is available on the G4S website and describes the standards that we apply.

## Our environment

As an organisation that specialises in managing risk, we recognise that the threat of climate change is an important and growing concern for our Group, our customers and communities.

Being an energy efficient business is part of being an economically sustainable business. By using our resources efficiently we can help to reduce our own costs of operation and in markets where environmental sustainability is a key concern, it can provide competitive differentiation.

At G4S we are endeavouring to be a leader in our industry in measuring, reporting and reducing the intensity of our greenhouse gas emissions. We are setting ourselves a challenging target for carbon reduction and implementing a number of programmes that will drive us towards our goal.

## Our communities

Many of G4S's businesses deliver immense community benefits such as removal of land mines from former conflict zones, or supporting the rehabilitation of offenders. We also seek to make a positive impact on the local communities wherever our staff, customers and suppliers live and work around the world. To do this we encourage our businesses to invest in community projects, whether directly with cash or through staff volunteering, fundraising and provision of G4S services. You can read more about the work that we do and the projects we are involved in on page 12.

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To utilise all your knowledge and skill to deal with a difficult situation and successfully rescue survivors from the sea ... is a reward that cannot be purchased.

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

**Gerhard van der Spuy**

Skipper

Emergency Response Vessel

G4S Nigeria

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To do something with a person's life and teach them something they didn't know is the greatest feeling.

The skill of candlemaking in Africa can be used by those with an entrepreneurial spirit to start their own business with a minimum of resources and finance after their release from custody.

**Yvonne Theron**

Vocational Instructor

Manguang Correctional Centre

G4S Care & Justice Services

South Africa

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G4s has shown its commitment to employee health and safety by setting standards well above the industry norm and using its global reach to drive improvements for people all over the world.

**Dr Janet Asherson**

Safety and Health Adviser

International Organisation of Employers

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# MONITORING EMPLOYEE FEEDBACK



Our global employee survey was one of the largest of its kind and we are very proud of its results.

An overwhelming 78% of G4S employees said they would recommend G4S to a friend.

**Jenni Myles**

Director of  
Employee Engagement and HR  
G4S plc



We want our employees to enjoy their jobs and enjoy working for G4S, because we believe that having employees who are fully engaged in their work, who feel valued and included, make all the difference to our success. Gaining direct, honest feedback is so important that we recently asked all our employees what they thought of G4S.

More than 169,000 employees in 107 businesses took the opportunity to share their views – a response rate of almost 30% and an excellent result given the significant proportion of remote workers in G4S. Ultimately, the test of any employer is whether its staff would recommend the organisation to a friend, and an overwhelming 78% of G4S employees said they would do so. With four out of five employees also saying they were satisfied with their job, the survey results demonstrate why G4S has such a positive reputation with employees and excellent staff retention levels.

The more detailed results tell a very positive story and some of the survey highlights by continent are outlined below.

76%

Employees in the UK and Ireland reported high levels of job satisfaction for more than three quarters of employees.

79%

In the Middle East, 79% of employees reported that communication was effective and the same percentage said they received recognition for doing a good job.

80%

In Continental Europe, employees felt well protected, with 80% confident they had the materials and equipment needed.

82%

82% of employees in Asia believed the company promoted equal opportunities, and 86% would recommend G4S as an employer.

85%

Africa's highest scores were around employee development, and 85% agreed that they were well trained for their job.

97%

Job confidence was highest overall in the Americas, with 97% of employees understanding the procedures required to do their job.

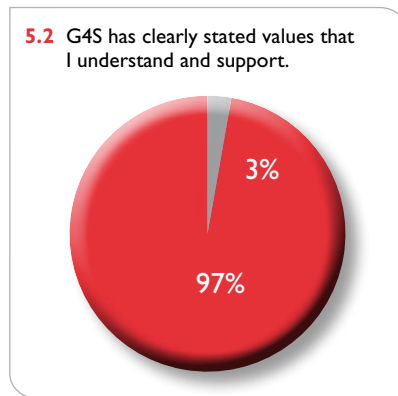
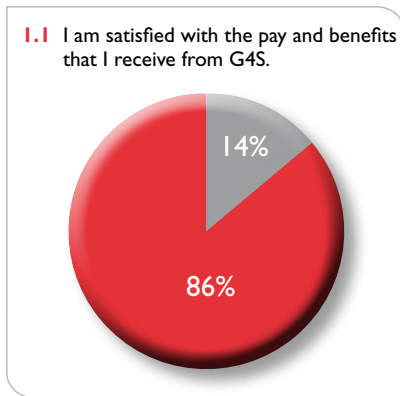


# MONITORING MANAGEMENT FEEDBACK

G4S also undertook its first ever global employer brand survey of the senior management community. Within this population of senior managers, we have a very high retention rate and level of engagement and we were keen to ascertain which aspects of employment were most important to them and how well G4S addresses these significant areas. They rated G4S in a number of areas:

- 1 Pay and reward
- 2 Role and responsibilities
- 3 Career opportunities
- 4 Reputation
- 5 Values and culture
- 6 Leadership and strategy

The anonymous and confidential survey was carried out by an independent research company. The results and comments below tell their own story, but a staggering 96% of senior employees would recommend G4S to a friend.



■ Agree ■ Disagree



We also conducted a detailed study of our Top 300 senior managers across the Group. We had an outstanding 81.5% response to the survey and 95% of managers stated that they believed G4S had compelling vision and strategy and strong leadership.

**Andy Hanscomb**

Director of Resourcing and HR  
G4S plc



I often face challenging problems but have the freedom and support to address them as I think best.

Anonymous response to question 2



I am proud to work for G4S. I think we aim to take a strong ethical position, and succeed pretty well. It's important to me that we should not compromise this position.

Anonymous response to question 5



G4S strategies are liquid and ever-challenging and are always one step ahead of the competition and the customers. G4S leadership has been 100% accessible without exception and the support has been 100% whether for or against any particular issue – the support to help determine decisions is always there.

Anonymous response to question 6



# WHAT INVESTORS LIKE ABOUT US

The headline “Go for G4S if you are still feeling insecure” on a national newspaper’s investment column (May 2010) sums up how most financial analysts feel about us. We are a company in which pension funds, investment portfolios and others are keen to invest.

Why? Our financial performance, even during difficult economic times, says it all. Since the merger in 2004 that created G4S, we have had a strong and consistent track record of performance and delivery.

Year after year we reported sustained revenue, profit and margin growth. Our turnover in the year to 31 December 2009 was £7.01 billion and pre-tax profit rose by 10 per cent to £500.3 million.

This performance reflects our strong growth in key markets and our strategy of making acquisitions that add capability and strengthen our development.

Since December 2007, when our market capitalisation was around £2.8bn, we have also been listed on the UK FTSE 100 share index of the most highly capitalised UK companies. We also have a secondary listing in Copenhagen.

Analysts, however, like to see beyond profits and capitalisation. They look for evidence of a long-term, robust strategy that can respond to changing demands and fluctuating economies. Businesses that also stand out from their competitors are particularly appealing.

G4S ticks all those boxes. We also have a number of other qualities that investors like, which makes us a company in which they want to put their money in the expectation of getting a good return. For example:

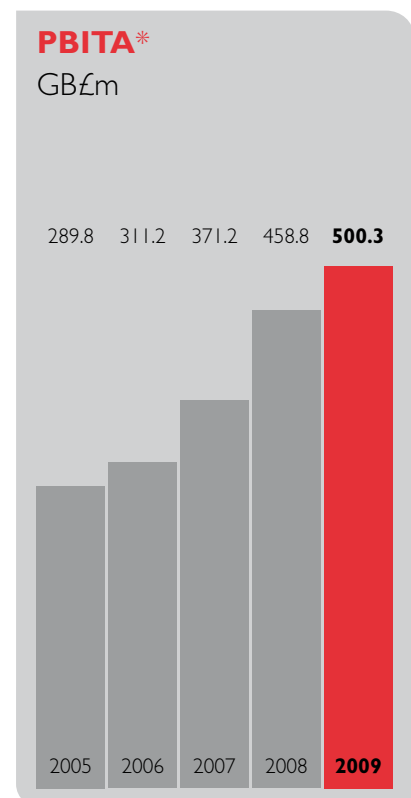
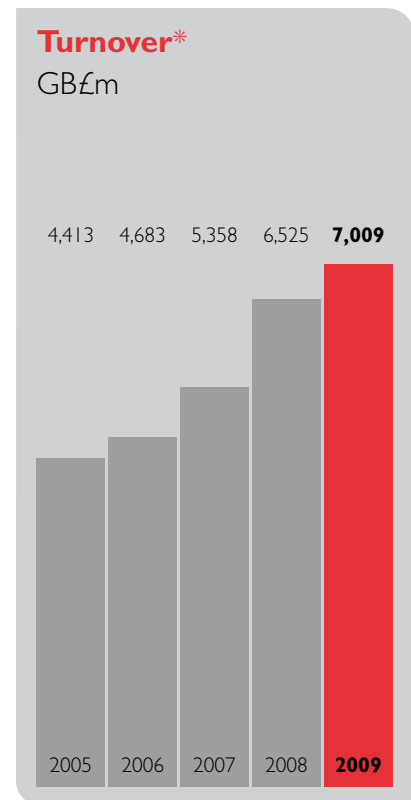
## We play an important role in society:

- We specialise in outsourced business processes where security and safety risks are considered a strategic threat
- We offer a solutions approach to current and future security and safety risks to minimise their impact
- We are a major provider of risk management and protection to governments and businesses around the world
- We work across a wide range of geographic markets and business sectors
- Our name is trusted worldwide

In addition, G4S is committed to protecting the interests of its shareholders and its organisation through compliance with the relevant legal and regulatory requirements and the careful management of business risks. Our business philosophy has been developed around a core set of values which are fundamental to the organisation’s development and success, and are enshrined in our Business Ethics policy.

Integrity and corporate citizenship have always been key elements of the G4S business model. Because of our size and scale, we touch the lives of millions of people across the globe. We make a difference by helping people to operate in a safe and secure environment. We also have a responsibility to ensure our employees are cared for and given every opportunity to develop and flourish.

Our business ethics policy and corporate social responsibility strategy give investors the confidence that we will make the right decisions in developing the company, in a way that protects communities, the environment, our people, customers, suppliers and other stakeholders, as well as creating sustainable, long-term partnerships, built on trust and respect.



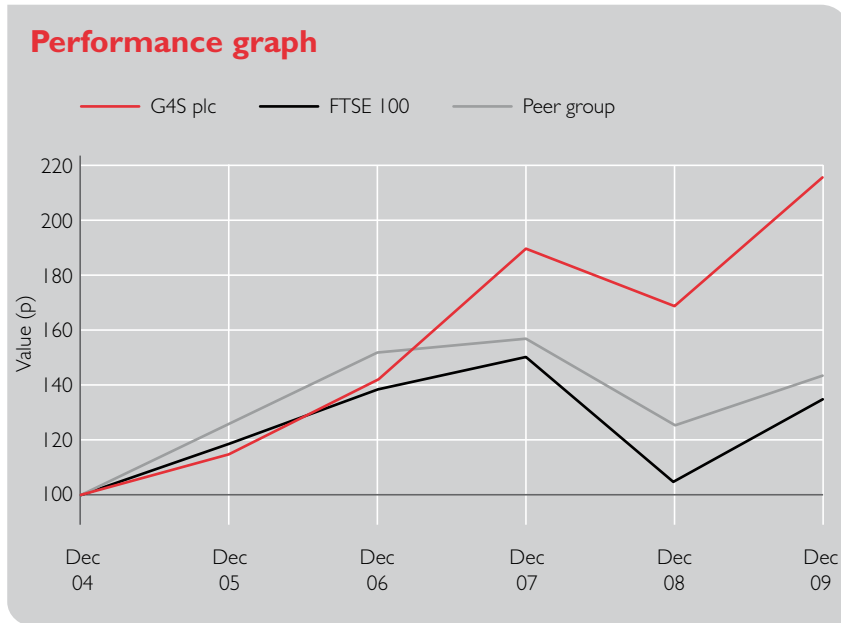
\*2005 to 2008 at 2009 exchange rates and excluding all businesses disposed of during the period.

PBITA: profit before interest, tax and amortisation of intangibles.

# WHAT INVESTORS GET FROM US

The performance graph below shows the total cumulative shareholder return of the company over the five years to the end of December 2009, based on a hypothetical shareholding worth £100, compared with the return achieved by the FTSE 100 constituent companies over the same period.

Adjusted earnings per share for 2009 were up 22 per cent to 20.2p.



The peer group comprised: Atkins VVS, Brambles, Brink's, Bunzl, Capita, Compass, Garda, Hays, MITIE, Prosegur, Rentokil Initial, Rexam, Securitas, Serco and Sodexo.



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We are clear about our strategy and what we need to do to drive accelerated growth and development in the business. We must differentiate ourselves in our markets by using our expertise and geographic presence to drive outsourcing and to minimise commoditisation of traditional security services. This will ultimately lead to longer term, recurring revenue and outsourcing partnerships with customers in key segments.

**Nick Buckles**

Chief Executive, G4S plc

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G4S has been a genuine success story since its creation in 2004, both as a standalone story and relative to its Business Services peer group. The company has built up an excellent track record of growth and margin improvement. Its breadth of service capability and geographic reach make it a clear sector leader and employer of choice.

**Andy Chu**

Business Services Analyst  
Deutsche Bank

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Over the last couple of years, we have monitored G4S and its management of labour relations. The company has engaged in constructive negotiations with labour organisations to resolve potential disputes and work out structures to handle labour rights in challenging environments. It has also demonstrated an excellent approach to investor dialogue during the process. The company's efforts are helping to improve labour standards across G4S as well as the remaining security industry.

**Jakob König**

Senior Research Analyst  
GES Investment Services

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# HOW G4S TOUCHES THE LIVES OF MILLIONS



Many of G4S's specialist business activities deliver immense community benefits. Our mine action teams remove unexploded ordnance from former conflict zones across the world, making them safe for farming, housing and economic development. Staff in our prisons in the UK, US, Australia and South Africa run rehabilitation programmes dedicated to helping offenders turn away from a life of crime after release from custody, benefiting the communities to which they return.

Our general strategy is for our business units to support local programmes and charities which reflect the issues faced by their local communities. Therefore, G4S provides funding, volunteers and services to a broad range of organisations in the communities in which our employees live and work. As well as directly benefiting the communities concerned, this action improves our engagement with our staff and deepens our relationships with our customers. The majority of our local programmes focus on the health, education, welfare and support of children, although some G4S businesses focus on the elderly, the poor and other disadvantaged groups.

## Match It programme

To encourage local community action by our employees, we run a sponsorship matching programme, through which G4S plc matches funds raised by staff for local charities or community programmes up to a value of £1,000 per member of staff. Last year, we made around 60 payments matching £40,000 of employee fundraising.

## Community Initiatives

Amongst the many projects that we support, G4S provides funding for four major long term community-based initiatives around the world:

### China

#### Children's Home

G4S China has developed a partnership with Nan Hui Tao Yuan Orphans Foster Home in the Pudong district of Shanghai. The home provides education for local children with physical handicaps or learning difficulties. Since 2007 G4S has equipped three classrooms and pays the salary of three teachers, enabling 36 children to learn life skills, numeracy and literacy. G4S China hopes to expand the programme to cover 82 children at the home.

### Malawi

#### Tree-planting programme

For the past three years G4S Malawi has been working with villagers in a remote area of the north of the country on a tree-planting initiative. The scheme provides fuel for the villagers and a source of income by selling wood. So far more than 90,000 trees have been planted and 70 families living in eight villages helped to develop this new income stream. The project provides seeds, bicycles for transportation and a salary for team members.

### Jamaica

#### Gifts 4 Schools

G4S Jamaica has focused on helping children from low income families attend well equipped schools. The key activity has been supplying 2,400 chair and desk units to schools across the island, to help tackle a shortfall of furniture which means tens of thousands of students have nowhere to sit in class or have to share with two or three others. Other initiatives

include providing 200 school bags containing basic study equipment to needy children. G4S Jamaica has also made donations to community centres, homes for children living with HIV, and an adult skills training centre.

### India

#### School for underprivileged children

G4S India has built a school in one of the poorest parts of Delhi. It provides a high standard of education for dozens of children living nearby who previously did not attend school. G4S pays for teaching materials and teachers' salaries and the curriculum has been designed by leading educational NGO the Hope Foundation.



None of us could have predicted the success and impact of the G4S 4teen programme after only three years. The sporting success has been remarkable already, not least with six of the athletes having been selected to compete at the Olympics in Beijing.

### Haile Gebrselassie

G4S 4teen Global Ambassador and international sporting icon



## Supporting the dreams of 14 young sportsmen and sportswomen

Sport has the power to unite people anywhere in the world – it is not specific to a particular language, race, religion or gender. G4S sports programmes are built around strong local relationships, helping talented young athletes around the world to fulfil their dreams on a world stage.

The G4S 4teen programme is one such example. A pioneering sports development programme which sees G4S support 14 young athletes from 13 countries towards their goal of competing at the very highest level. The programme helps the athletes, their families and the local communities financially, socially and logistically in a genuine and meaningful way, in a bid to improve their lives and find the next generation of sporting heroes.



A full copy of the G4S CSR report can be found on our website.

## SOME FINAL G4S FACTS

G4S is the world's largest provider of electronic monitoring services – monitoring 35,000 offenders a day.

G4S protects US embassies in more than 50 countries.

In India, G4S employs 156,000 people and our very first employee is still with us.

G4S entered the FTSE 100 in December 2007.

G4S is the world's second largest private sector employer.

G4S provides cash solutions and expertise in 72 countries worldwide.

In Africa, G4S is the largest private sector employer.

G4S invested £746 million in acquisitions over the last two years.

G4S has around 600,000 employees across six continents.

G4S was founded in 1901 in Denmark and now operates in more than 110 countries.

G4S achieved a "Britain's Top Employer" award in 2010, the first year of entering.

G4S had £7 billion turnover in 2009, up 70% since 2005.



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Designed by B-Creative, West Sussex, UK



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