

SLAVERY AND HUMAN TRAFFICKING STATEMENT (2017)



This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 (the “Act”) for the year ended 31 December 2017. It sets out the steps that we have taken to identify and reduce the risk of modern slavery occurring within our supply chain or business operations.

Commitment and approach

G4S is committed to the respect of human rights and the continued development of an ethical and sustainable business model that encourages the improvement of industry standards as well as the provision of decent employment opportunities and helps to create secure and stable communities around the world.

We recognise that many businesses and individuals have benefited greatly from globalisation. At the same time however, it has also enabled criminals to organise and profiteer from human trafficking and slavery. It can be very difficult to identify this type of activity and no global organisation can be complacent nor have complete certainty that it is not present within its organisation or supply chain.

Organisation

With its headquarters in the UK, G4S is the world’s leading, global, integrated security company, specialising in the provision of security and related services to a diverse range of customers across six continents. We operate in around 90 countries and provide a broad range of services often in complex environments and sectors.

Further information on our organisation and business model can be found in our Integrated Report for 2017 (www.integratedreport.g4s.com).

Our supply chain and Supplier Code of Conduct

G4S’s supply chain relates to both the purchase of goods or services for G4S’s own internal use and also the purchase of goods or services in relation to G4S fulfilling customer contracts.

There are currently more than 55,000 suppliers who support our worldwide operations, providing G4S with a broad range of goods and services such as professional services, uniforms, IT, vehicles, catering and security equipment.

Our Supplier Code of Conduct sets out G4S’s requirements and expectations with respect to key areas of responsible sourcing, including respect of international human rights standards and the prohibition of forced or coerced labour.

All suppliers are expected to comply with the principles set out in the G4S’s Supplier Code of Conduct. They are expected to ensure that the obligations set out in the Code are met or that there is a clear timeline for full implementation within their own organisation and their associated suppliers and subcontractors.

G4S reserves the right to audit any of its suppliers and their subcontractors to confirm that the requirements set out in the Supplier Code are in force. Failure to allow an audit may result in the termination of any supply contract with G4S. If an audit identifies levels of noncompliance with the Supplier Code, the supplier will be required to provide a detailed remedial action plan in order to continue doing business with G4S.

In 2017, we strengthened a number of key areas covered by our Supplier Code, including the recruitment and management of migrant workers. We aim to increase our engagement with suppliers to ensure that they are complying with human rights and the wider principles of our Supplier Code.

Our business operations and our other policies

Migrant Worker Employment

The employment of migrant labour is necessary in a number of G4S businesses where the availability of local labour is scarce. We recognise that in seeking better work opportunities and livelihoods for their families, migrant workers are often outside the legal protection of their countries of national origin which can make them vulnerable to abuse and exploitation.

Our Migrant Workers Policy was updated in 2016 and training was provided to regional and country level HR management.



The policy is based upon good practice principles and applies additional measures covering the use of recruitment agencies, accommodation standards and clear employment terms and conditions to help protect employees who are working away from their home country and the legal protections that this would provide them.

G4S is committed to ensuring the human rights of migrant workers (in the same manner as all its employees) are respected. Employment must be freely chosen with no use of forced, compulsory, bonded, indentured or child labour. We aim to offer decent work under terms which protect the health and safety of employees and ensure they are treated fairly, and with dignity.

G4S businesses are required to self-assess against these standards on an annual basis and report on action to address any gaps. These are monitored by the Group Human Resources Department. The feedback from the self-assessments is consolidated to show year on year trends and highlight approaches where more guidance or support may be required.

During 2017, the annual self-assessment was supported by site reviews from local and regional teams, and independently reviewed by the Group Internal Audit Department. Compliance with our standards will again be self-assessed during 2018 and reviewed by local, regional and group teams, as well as tested by the Internal Audit Department.

The other key policies which relate to the prevention of modern slavery are:

Our **Business Ethics Policy**, which clearly defines what we consider to be acceptable and unacceptable business practices, was reviewed and updated in 2017 to include explicit references to the Supplier Code of Conduct and the Slavery and Human Trafficking Statement. The policy was reissued in 2017 and all senior managers were required to confirm their understanding of it and agreement to apply it within their areas of responsibility.

Our **Human Rights Policy**, which applies to all of the Group's businesses, defines our commitment to the Universal Declaration of Human Rights, the *UN Guiding Principles on Business & Human Rights* and the *ILO's Declaration on the Fundamental Rights at Work*.

Whistleblowing and Speak Out, which explains that every G4S colleague has a responsibility to ensure that we uphold our core values, adhere to the law and deliver against the important commitments set out in our Business Ethics Policy, Human Rights Policy, Supplier Code of Conduct and Human Resources Core Standards.

We encourage our employees to speak out and report any serious issues without fear of retaliation at www.g4s-speakout.com or via a confidential telephone hotline. All concerns raised in good faith will be taken seriously and treated with respect.

In 2017, 300 cases were raised via Speak Out. These were assessed and investigated further where appropriate. Speak Out is not the only channel that employees have to raise issues or express any concerns they have. We encourage employees to discuss issues with their line manager or local HR team in addition to providing a global, anonymous and independent whistleblowing service. Further information on the usage of Speak Out can be found in our Integrated Report.

The G4S plc Board have concluded that, taken together, our policies and procedures and the safeguards in place for raising concerns provide reasonable assurance that G4S has reduced the risk that slavery may be found in its business or in its supply chains.

This statement was approved by the board of G4S plc on 14 May 2018 and signed on its behalf by

A handwritten signature in black ink, appearing to read 'Clare Spottiswoode'.

Clare Spottiswoode, Chair of the CSR Committee, G4S plc

This statement covers G4S plc and its group companies, with reporting companies proceeding with their own board approvals according to the Act.