

# SLAVERY AND HUMAN TRAFFICKING STATEMENT (2018)



This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 (the “Act”) for the year ended 31 December 2018. 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, the provision of decent employment opportunities, and creates secure and stable communities around the world.

We recognise the many benefits that globalisation can bring to businesses and individuals. At the same time however, it may enable 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.

At G4S, we have utilised a range of information sources to help us identify potential modern slavery risk areas, and as a result have focused our efforts to mitigate these risks in our supply chain and the employment of migrant workers.

## Organisation

With its headquarters in the UK, G4S is the world’s leading, global, integrated security company. We specialise in the provision of security and related services to a diverse range of customers across six continents. We operate in over 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 2018 ([integratedreport.g4s.com](http://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 around 40,000 suppliers which 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.

We have a shared responsibility with our suppliers to operate in an ethical way and respect international human rights standards, including the prohibition of forced or coerced labour.

Our **Supplier Code of Conduct** sets out G4S’s requirements and expectations with respect to key areas of responsible sourcing. All suppliers to G4S are expected to comply with the principles set out in the Supplier Code or to commit to a clear timeline for full implementation within their own organisation, as well as their associated suppliers and subcontractors.

During 2018, we have enhanced the Supplier Code in relation to employee human rights and health and safety, and reviewed our approach to risk assessment and due-diligence of modern slavery in our supply chain.

We are increasing our engagement with suppliers to ensure that they are complying with human rights standards and the wider principles of our Supplier Code.

We have partnered with a sustainability ratings agency (**EcoVadis**) to design an international programme which will help us to ensure that our suppliers in higher-risk categories, such as uniform manufacture, are meeting our ethical standards.

In May 2019, we will begin implementation of this programme across our UK business, and utilising this experience, aim to apply it globally between 2020 and 2023.

The programme requires certain suppliers to complete an EcoVadis assessment tailored to their industry, size and country. EcoVadis will analyse the assessment, providing both the supplier and G4S with a detailed report setting out the supplier’s CSR performance. If their performance does not meet the required levels, a corrective action plan must be submitted to address the shortcomings.



G4S will aim to reserve the right to audit any of our suppliers and their subcontractors as part of any new contract of supply to confirm that the requirements set out in the Supplier Code are in force. Failure to participate in an EcoVadis assessment or to allow an audit may result in the termination of any supply contract. If an audit identifies levels of non-compliance with the Supplier Code, the supplier will be required to provide a detailed remedial action plan in order to continue doing business with G4S.

## Our business operations and our other policies

### *Migrant Worker Employment*

The employment of migrant labour is necessary in a number of G4S markets 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 could make them vulnerable to abuse and exploitation.

Our Migrant Workers policy framework 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.

We have undertaken a review of the policy framework and made a number of amendments to ensure the framework continues to reflect the standards we expect, particularly in relation to migrant worker accommodation. We are also enhancing our processes to improve focus on ensuring compliance with Group standards in places where migrant workers are both sourced and then deployed, making recommendations for improvement and sharing good practice.

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 our employment 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-assessment is consolidated to show year on year trends and highlight approaches where more guidance or support may be required. The self-assessment is supported by site compliance reviews by local and regional teams, and independently reviewed by the Group 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. The policy is reviewed and updated regularly and all senior managers are 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.

In 2018, we reviewed and updated our human rights heat-map assessment process, and conducted a review of global human rights risks to generate the 2019 human rights heat-map. The review identified 23 countries, in which G4S has operations, as being high-risk environments for a range of human rights matters.

Our **Whistleblowing Policy**, 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 issues without fear of retaliation at [g4s-speakout.com](https://www.g4s-speakout.com) or via a confidential telephone hotline. All those raising concerns in good faith will be taken seriously and treated with respect.

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G4S's Ethics Steering Committee oversees the delivery of our whistleblowing policy and conducts regular reviews of serious cases, investigation progress and resulting actions. In 2018, 519 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 continue to 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 has concluded that, taken together, our policies and procedures and the safeguards in place for raising concerns provide reasonable assurance that G4S will mitigate against the risk that slavery could be found in its business or in its supply chains.

This statement was approved by the board of G4S plc on 15 May 2019 and signed on its behalf by Elisabeth Fleuriot, 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.



Elisabeth Fleuriot  
Chair of the CSR Committee