



## **G4S Slavery and Human Trafficking Statement (2025)**

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015, for the year ended 31st December 2025. It sets out the steps that we have taken to identify and reduce the risk of modern slavery occurring within our supply chain and business operations.

### **Commitment and approach**

**We maintain our commitment to upholding and respecting human rights across our operations. Through our scale and geographical reach, we seek to raise industry standards, provide decent and fair employment opportunities and foster secure and stable communities around the world.**

Every individual at G4S, from our senior executives to our frontline personnel, is responsible for respecting and safeguarding the human rights of our employees, those in our care, our supply chain partners, and the communities where we operate.

Human rights abuse of any kind is completely unacceptable and will not be tolerated under any circumstances.

We recognise that identifying modern slavery and human trafficking risks can be challenging and complex, and understand that no global organisation can be complacent nor have complete certainty these practices are not present within its organisation or supply chain.

While we have in place a framework of systems and controls, we remain dedicated to the continuous improvement necessary to mitigate the risk of modern slavery and other human rights violations occurring across all business operations or supply chains.

To help us identify and assess potential modern slavery risk areas, G4S utilises insights from a diverse range of information sources. This includes strategic engagement with NGOs and leading independent experts, such as: EcoVadis, UNI Global Union, The International Labour Organisation (ILO), and the UN Global Compact.

Guided by these insights, we continue to direct risk mitigation efforts toward our international supply chain, as well as the employment and protection of migrant workers across the Middle East and Asia.



## Organisation

**G4S has a unique global footprint, with operations across almost 100 countries and territories, and is trusted to manage complex security matters for customers across a broad range of government and commercial industry sectors.**

We believe that there is no greater purpose than serving and helping safeguard customers, communities, and people around the world.

- Providing industry-leading, integrated security solutions for our customers
- Offering rewarding career opportunities for our hundreds of thousands of employees
- Embedding integrity and regulatory compliance into every aspect of our business
- Making positive social and economic contributions wherever we operate
- Building a resilient company that creates long-term, sustainable value for our stakeholders

With its headquarters in the UK, G4S Ltd manages the Allied Universal (International) businesses outside of North America, which chiefly use the G4S brand.

Further information about Allied Universal and G4S can be found on our websites at [aus.com](https://aus.com) and [g4s.com](https://g4s.com)

## Managing modern slavery risks in the supply chain

**We strictly prohibit the use of modern slavery across G4S's supply chain. Together with our partners, we are committed to operating ethically and upholding international human rights standards, including the prohibition of forced or coerced labour.**

There are currently around 40,000 suppliers supporting G4S's worldwide operations, delivering a comprehensive range of goods and services. Through our risk assessment process, we evaluate our procurement spend to pinpoint areas requiring heightened due-diligence. We have identified a small number of key procurement categories with a potentially higher inherent exposure to modern slavery risks:

- Manufacturing: Production of electronic equipment and textiles (including uniforms).
- Non-Technical Facilities Management: Operational services such as cleaning, catering, and general support services.
- Temporary Labour: The procurement and utilisation of temporary labour.

Our [Supplier Code of Conduct](#) defines the requirements and expectations we place on our partners regarding responsible procurement, with a primary focus on preventing modern slavery and human rights violations.



As a mandatory contractual minimum, all suppliers to G4S are required to comply with the principles set out in our Supplier Code of Conduct or to commit to a transparent timeline for full implementation within their own organisation, as well as across their associated suppliers and subcontractors.

We have partnered with leading sustainability analytics experts, [EcoVadis](#), to help ensure that our suppliers meet the ethical standards set out in our Supplier Code of Conduct.

The G4S and EcoVadis programme evaluates our suppliers in higher-risk categories, requiring them to complete an assessment tailored to their industry, size, and location. The assessment covers 21 distinct criteria across the four sustainability themes:

- I. *Labour and Human Rights*: This criteria covers issues such as child labour, forced labour, discrimination, and health and safety
- II. *Ethics*: Covering issues such as bribery and anti-corruption practices
- III. *Environment*: Covering issues such as climate change, pollution, and waste management
- IV. *Sustainable Procurement*: This criteria covers issues such as ethical sourcing, fair trade, and recycled materials.

Supplier responses are analysed by EcoVadis, which delivers a comprehensive performance report to both the supplier and G4S outlining their sustainability and ethical compliance standing. Where a supplier's performance falls short of our mandatory benchmarks, they are required to submit a formal corrective action plan to G4S. This plan must outline clear, timetabled steps to address the identified gaps and align with our compliance standards.

To date, we have implemented this supplier assessment programme across 22 key markets. Within these jurisdictions, approximately 4% of suppliers are classified as potentially higher-risk.

Since the beginning of the programme we have made steady progress:

- More than 500 comprehensive supplier evaluations have been completed, representing 84% of in-scope suppliers
- As we extend oversight into developing markets, more than half of our assessed suppliers have achieved a satisfactory compliance rating.

We are working with those organizations that have not achieved a satisfactory rating, or that have declined to take part in the programme, to address any shortcomings and encourage participation. Those suppliers that fail to fully engage with us have been excluded from our supplier database.

During 2026, we aim to expand our EcoVadis programme by deploying their IQ Plus assessment across the majority of our international supply chain. This initial screening allows us to efficiently evaluate supplier risk profiles. Consequently, all suppliers identified as medium-high risk will undertake the 'Vitals' and full 'Ratings' scorecard assessments to help ensure comprehensive oversight.



In further support of our programme, we have:

- The 'G4S Supply Chain Social Principles' guidance document equips our procurement teams to provide clarity to suppliers regarding our expected social and ethical standards.
- In partnership with EcoVadis, we provide **modern slavery training and guidance to both G4S procurement teams and in-scope suppliers**, helping to ensure high-risk awareness across key areas.

We reserve the right to audit any 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 the related 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 including timeline to compliance, in order to continue doing business with G4S.

## **Our business operations and our other policies**

### ***Migrant worker welfare and employment practices***

**As a leading global employer, G4S is firmly committed to maintaining the highest standards of employment practice. Central to this responsibility is ensuring that all workers, with a particular focus on migrant labour, are treated fairly and with dignity and respect.**

**To maintain this standard, we align our employment policies and practices with recognised international frameworks, including the UN Guiding Principles on Business and Human Rights and the ILO core labour conventions. Embedding these benchmarks into our daily operations helps us to ensure that our workforce management remains ethical, legally compliant, and protective of fundamental human rights.**

For G4S, the employment of migrant labour is necessary in a small number of countries and territories<sup>1</sup>, where we directly employ around 16,600 migrant workers as the availability of local labour is scarce. We know that migrant workers are far from home and potentially vulnerable, and it is critical that we safeguard their welfare and human rights.

Our Migrant Worker Policy framework is built upon established good practice principles. It implements strict, targeted safeguards across recruitment agency management, worker accommodation standards, and transparent employment terms. These measures are designed specifically to protect employees who are working outside their home countries and may lack traditional domestic legal protection.

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<sup>1</sup> G4S employs migrant workers in Bahrain, Macau, Oman, Saudi Arabia, Thailand and United Arab Emirates. As of 28 December 2025 the licensing and management services agreement with the Qatar business ended. This concludes the rights of the third-party owners of the Qatar business to use the G4S brand in Qatar.



We are dedicated to ensuring that the human rights of migrant workers are respected equally alongside those of all G4S employees. Our fundamental labour standards dictate that:

- All employment must be entirely freely chosen. We strictly prohibit the use of forced, compulsory, bonded, indentured, or child labour.
- We are committed to providing decent, safe work under terms that actively protect employee health and safety, ensuring every individual is treated fairly and with dignity.

G4S businesses are mandated to self-assess against our employment standards and human rights controls on a regular basis and report on action to address any gaps.

These are monitored by the Human Resources Department and Head of ESG. The feedback from self-assessments is consolidated to show year on year trends and highlight approaches where more guidance or support may be required.

The self-assessments are supported by compliance reviews by local and regional teams and independently reviewed, on a sample basis, by the internal audit department. Our audit programme covers human rights control measures, alongside other related matters such as labour management and workplace safety. In 2025, four such human rights control audits were carried out in potentially higher-risk countries. Additionally, elements of human rights controls were reviewed as part of our Human Resources, Health and Safety, and Procurement audits carried out across all regions.

We apply the [Employer Pays Principle](#), as defined by the Leadership Group for Responsible Recruitment, across all directly managed operations where migrant workers are employed.

Our dedicated Migrant Worker Coordinators (MWC) team, which includes Welfare Officers and other related roles, continues to support migrant workers in-country.

Throughout 2025, the MWC conducted ongoing face-to-face assurance interviews between migrant worker employees. These interviews serve as critical compliance checks to verify alignment with our Migrant Worker Policy and to ensure that each employee's recruitment and onboarding experience matches our strict ethical standards.

The MWC compliance checks systematically investigate key risk points:

- Checking the use of recruitment agencies and any associated costs being borne by employees in the recruitment process.
- Verifying that terms, wages, and conditions promised in the initial job offer matches the actual employment terms upon arrival.
- Ensuring employees retain control of their personal documents (such as passports) and are not restricted by unreasonable notice periods or forced retention.

To help ensure objectivity, the MWC operates independently of in-country management, reporting directly to Regional Human Resources management and Internal Audit to ensure that migrant worker voices are heard. Because our MWC possesses personal experience with the international recruitment process and understands the vulnerabilities and anxieties migrant workers can face, it allows them to establish a trusted environment for transparent communication.



We utilise a combination of direct dialogue, digital accessibility, and independent reporting channels to maintain oversight:

- a) In 2025, the MWC conducted approximately 1,800 face-to-face assurance interviews with migrant worker employees, capturing the direct feedback and insights of 10.7% of G4S's total migrant worker population.
- b) To supplement physical interviews, we have deployed interactive QR-code enabled technology hubs within migrant worker accommodation facilities across Bahrain, Saudi Arabia, and the UAE. This provides employees with 24/7 access to information, compliance surveys, and a direct line to regional management to flag concerns.
- c) Alongside these targeted mechanisms, all migrant workers maintain full access to Speak Out, G4S's independent, confidential, global whistleblowing service.

During 2025, G4S conducted its regular Global Employee Engagement Survey to gauge workplace culture and employee satisfaction. Across our Middle East region, engagement was very high, with a 92% response rate and an overall favourability rating of 88%

While the survey evaluated a comprehensive range of operational and cultural metrics, the following selection of key statements highlight employee feedback directly related to core commitments of safety, fairness and ethical culture:

| Selected Survey Statements   | Favourability Rating |
|--|----------------------|
| <i>I am proud to be a member of our company</i>                                | 93%                  |
| <i>The company respects and values people from different backgrounds</i>       | 88%                  |
| <i>The company takes health and safety in the workplace seriously:</i>         | 92%                  |
| <i>My supervisor/manger treats me with dignity and respect</i>                 | 87%                  |
| <i>I feel able to speak up if I notice unethical behaviour in our company:</i> | 90%                  |

***Other key policies which relate to the prevention of modern slavery are:***

Chaired by the Chief HR Officer (International), the **Modern Slavery Committee** continues to oversee the implementation of our Migrant Worker Policy and standards, and other relevant case reviews.

Our [Ethics Code](#), sets out in detail our expectations of how the company's values and standards should be applied in order to always do business in the right way. Supported by mandatory training programmes for all employees, the Code is inclusive and accessible to all and relevant at every stage of the employee lifecycle.

Our Code, and its accompanying training package, include specific references to human rights matters, including modern slavery and human trafficking.



Our [Human Rights Policy](#), and its supporting framework apply to all of the Group's businesses, and 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. They set our approach to human rights, including the responsibility of management regarding ongoing risk assessment, regular control and thematic audits and compliance monitoring.

Our regular review of the global human rights environment generates a risk heat-map. In 2025, this process identified 22 countries within G4S's operational footprint as potentially higher-risk due to challenges such as civil liberties restrictions, elevated corruption, or poor local labour standards. These findings are integrated into our risk and compliance processes, triggering additional levels of assessment and internal audits. Consistent with our ongoing portfolio management, G4S has exited its operations in a small number of these higher-risk countries.

Our [Whistleblowing Policy](#) 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 we set ourselves, including those in our Ethics Code, Human Rights Policy, Supplier Code of Conduct and Human Resources Core Standards.

If colleagues have any concerns that our standards are not being met, we encourage them to use Speak Out ([g4s-speakout.com](https://g4s-speakout.com)), our global whistleblowing service, to report them.

Concerns can be raised anonymously through Speak Out from most locations (where permitted by law) including those related to human rights. Speak Out is available in multiple languages, at any time of the day or night, by any employee, subcontractor, or third-party such as people we work with. Speak Out is promoted to employees and third parties at onboarding, as well as through employee handbooks, Ethics Code, posters, newsletters and other channels. Retaliation is strictly prohibited and any retaliation against those who Speak Out will be treated as a serious disciplinary offence. All concerns will be taken seriously.

Allied Universal's International Ethics Committee oversees the delivery of our whistleblowing policy and conducts regular reviews of serious cases, investigation progress and resulting actions for G4S. In 2025, a total of 1,666 cases were raised via Speak Out (2024: 1,517). Every report is assessed and investigated further where appropriate.

**Signature:**

L. Cecil

*This statement was approved by the board of G4S Limited on 24th June 2026 and signed on its behalf by Lorretta Cecil, one of its directors.*

*This statement covers G4S Ltd and its group companies, with reporting companies proceeding with their own board approvals according to the Modern Slavery Act (2015).*