

Global Human Rights Policy



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Owner	Ryan Manning, Chief Compliance Officer, Allied Universal
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G4S Global Human Rights Policy

Understanding and Showing Respect for Human Rights

Global Human Rights Commitment

Human rights are the basic rights and freedoms that apply to everyone in the world from birth to death.

As a large-scale security and facility services company, we must be vigilant when identifying human rights risks and violations, which can be complex and often hidden. Human rights risks in our industry may include the unnecessary or illegal use of force, modern slavery, limitations on freedom of movement, mistreatment of detainees, criminal and sexual exploitation, and child labor.

At G4S, we are committed to the respect of human rights and the continued development of an ethical and sustainable business model. We will use our influence and geographical reach to help raise industry standards, the provision of decent employment opportunities, and to create secure and stable communities around the world.

Everyone at G4S, whether a senior executive or frontline employee, is expected to respect and protect the human rights of the company's employees, the people in our care, those that supply our company, and those that live and work in the communities in which we operate. We know that any human rights abuse is completely unacceptable and will not be tolerated under any circumstances.

G4S will fulfill its responsibilities on human rights across all its companies around the world by applying the United Nations Guiding Principles on Business and Human Rights (2011). The Guiding Principles affirm four international standards that have achieved broad international consensus as a human rights baseline for all businesses:

- The Universal Declaration of Human Rights (1947)
- The International Covenant on Civil and Political Rights (1966)
- The International Convention on Economic, Social and Cultural Rights (1966)
- The International Labor Organization Declaration on Fundamental Principles and Rights at Work (1998)

This Global Human Rights Policy sets out our commitment to respect human rights and embodies our understanding of their significance for a global security and facility services company of our scale and diversity. It also sets our expectations for the conduct of all G4S businesses, our employees, and those with whom we do business.

A Strategic Approach to Human Rights

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We take a strategic approach to respecting human rights. This recognizes the potentially positive and negative impacts of our operations, the particular nature of our company, the UN framework and the different geographies in which we operate.

Assessing Risk and Realization

We recognize that G4S can play both a positive and negative role in respecting human rights around the world. Our businesses can contribute positively to the realization of human rights by the range of services we offer to protect and serve people and enable them to enjoy their rights.

We strive to ensure that we do not violate human rights through the services we provide, the customers we work with, the suppliers that we use and through the fair and appropriate treatment of our own employees and others who are in our care.

We will actively assess the impact of our business on human rights. We will encourage our G4S business leaders to consciously and actively enable people to realize their rights. We will take special care to monitor the risks that aspects of our businesses could directly or indirectly contribute to the violation of human rights, or how we risk becoming associated with violations by our partners, suppliers, or customers.

Emphasizing G4S Core Rights

As a global security and facility services company, we recognize that there are some human rights that are especially salient to our operations.

In a rights sensitivity analysis of our business, we identified core areas of human rights as particularly significant to the nature of our business and its impact on human rights.

These include: rights to **life, liberty, security, due process, privacy, property, freedom of movement, freedom of expression**, and political **asylum**; as well as **international standards around the use of force and international humanitarian law**.

As a global employer, labor rights (including freedom of association and the right to engage in collective bargaining) and the right to an adequate standard of living are also central.

- We will always try to respect freedom of association and the rights to collective-bargaining in accordance with local legislation and practice
- Employment will be freely chosen with no forced or child labor
- We will not tolerate discrimination or harassment in any form
- We will always strive to comply with any external legal requirements on wages and employment terms (including for casual and agency employees)

While we work to respect all human rights, our work in former conflict regions, care and rehabilitation services, security systems, data management, cash management, facilities management, and security services mean that we need to be especially focused on human rights that are related to security.

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Adopting the “Protect, Respect & Remedy” Framework

We look to operate by the guiding principles of the UN framework for business and human rights with its particular emphasis on the state’s duty to protect human rights, the corporate responsibility to respect human rights, and joint state and corporate responsibility to ensure access to effective remedy for those who have experienced business-related human rights abuse.

Integrating Human Rights Due Diligence

In line with the UN Guiding Principles, human rights due diligence is an essential and integrated part of our business processes to assess actual and potential human rights risks. We utilize the findings of this due diligence to prevent and mitigate human rights violations wherever possible, and to inform appropriate and effective remedies.

Being Consistent in Different Operational Contexts

We work in a very diverse range of states and operational contexts. In every context, we will make every effort to apply the same high standards of respect for human rights.

In each context, we will develop an understanding of human rights risks and comply with all applicable laws that protect human rights. When a government’s own capacity to protect human rights is weak, or when a government and other parties are actively abusing human rights, we will take great care to ensure that we do not exacerbate the situation and wherever possible and whenever this does not put our staff at immediate risk or bring us into dangerous conflict with local legislation, we will comply with international standards.

Management and Responsibility for Human Rights in G4S

In line with our company values, we expect everyone at G4S to ensure the respect and protection of human rights.

Our managers are expected to be familiar with our G4S Global Human Rights Policy, as well as the standards set by our Ethics Code. They need to be able to demonstrate how they are actively preventing or responding to human rights risks and abuses, and how they are deliberately managing operations that respect people’s human rights and contribute to their realization.

This policy has been approved by senior leadership and the International Ethics Committee for Allied Universal International.

Raising Concerns

Everyone at G4S has a responsibility to respect and protect human rights. There are no circumstances in which human rights abuses are acceptable.

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Speak Out is G4S's global whistleblowing service for raising ethical concerns, whether they be about human rights abuses, or other wrongdoing.

Speak Out is available 24 hours a day, 7 days a week, via the Speak Out website www.g4s-speakout.com for international concerns.

Additionally, in the U.S. and Canada, the Speak Out Hotline, which is also available 24 hours per day, 7 days per week, at 1-888-260-5948 or aus.ethicspoint.com.

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