













# Policies

## Standards of Business Ethics



G4S is committed to operating to the highest levels of business ethics throughout its operations.

We have an extensive business ethics policy which provides the backbone to our culture and practice in this area, describing the group's core standards in relation to different audiences such as communities, business partners, regulators and our employees. Thus the policy covers a wide range of areas including:

- > human rights
- > bribery & corruption
- > compliance with the law
- > accounting standards
- > ILO Declaration on Fundamental Principles and Rights at Work
- > health & safety
- > whistleblowing & complaints

The policy is reviewed regularly to ensure it continues to reflect our business model and areas of operation. To demonstrate its importance within G4S, each year the CEO asks all senior managers and executives around the group to reaffirm their personal commitment to this key policy.

All new managers receive the business ethics policy and are made aware of its importance to the group – they also sign up to its principles on an annual basis.



## Monitoring compliance with G4S's business ethics policy around the group

In order to maintain the high ethical standards defined in the G4S business ethics policy, compliance is monitored on a regular basis using information reported via various sources including:

- > global whistleblowing facility
- > internal/external audit
- > ongoing management reporting

### Internal Audit

Internal Audit is one of the cornerstones of ensuring high standards of social as well as financial and corporate responsibility by monitoring business compliance throughout the group.

In line with the growth and increasing sophistication of the G4S global business, the group's internal audit resource has been increased over recent years. For 2009 the headcount will be further increased to a total of 14 full time staff, based strategically at different locations around the world.

Alongside this corporate internal audit function, G4S has other internal and compliance auditors based in its regions and some of its larger businesses. These auditors total well in excess of 100.

The risk-based, three year group audit plan ensures that all businesses across over 110 countries, including those in small and remote locations, receive at least one visit during the three year audit cycle.

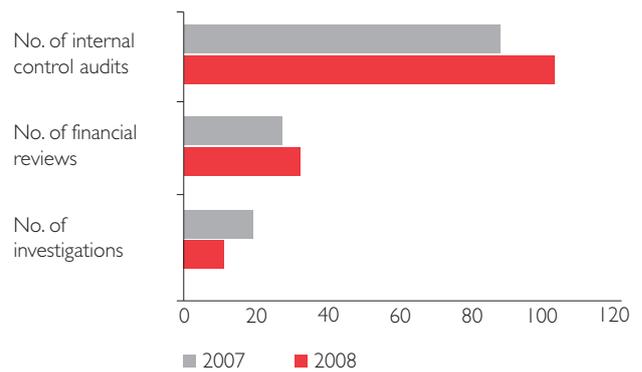
Whilst ethical compliance has many facets, internal audit is the means to monitor many of these within the general course of a standard controls audit i.e. standards of business practice, corporate governance and employee relations. Specific reviews of financial data provide further assurance on business practices.

The businesses' Risk Assessments and Controls Self Evaluation analysis is reviewed closely and can also indicate weaknesses or issues that need to be addressed.

This monitoring activity helps to ensure that both managers and employees have a clear understanding of the group's ethical standards of operation and the expectations of our stakeholders. Management are also given assurance on their compliance with group standards and any remedial action to be taken is identified.

The chart below shows the internal audit activity during the last two years in terms of assignments completed.

NO. OF AUDITS AND REVIEWS



All issues encountered, whether classified as control related, financial or ethical, are reported to local and regional management. Serious issues are escalated to the group executive management team and the Audit Committee.

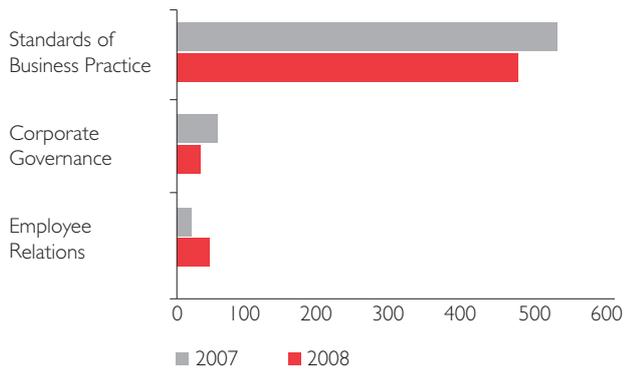




## Policies continued

The chart below shows the number of issues raised in relation to business practice standards, corporate governance and employee relations over the last two years.

NO. OF ISSUES RAISED



Through a thorough follow-up process, we make sure that items are addressed and resolved in a timely manner. Currently 4% of the total number of issues raised during 2007 and 2008 are classified as significant, with remedial action to be confirmed during 2009.

### Whistleblowing

The G4S policy is that all businesses must provide employees with a facility to report concerns locally to a senior manager. Such concerns could include fraud, misrepresentation, theft, harassment, discrimination or non-compliance with regulations, legislation, policies or procedures.

Where employees have concerns about behaviour which is contrary to the group standards they are advised to raise their concerns, anonymously if they so wish, with their local human resources or finance director in the first instance.

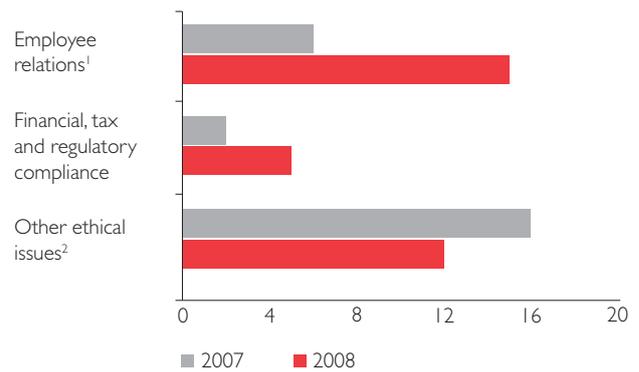
Employees can also report serious concerns at a corporate level through the group whistleblowing mechanism which consists of a central telephone hotline and email facility.

All concerns reported via the whistleblowing facility or received through other means are reviewed directly by the Head of Internal Audit. These are investigated and the appropriate action taken.

In addition to the group whistleblowing reporting hot line, there are also hot lines in some of our major business units, including G4S Care & Justice Services UK and G4S Wackenhut in the USA.

The chart below shows an analysis of the whistleblowing concerns raised at group level over the last two years.

NO. OF WHISTLEBLOWING CONCERNS RECEIVED



<sup>1</sup> which could include HR practices, employee conduct, conflicts of interest, harassment & discrimination

<sup>2</sup> which could include theft, fraud, financial misreporting, misuse of company assets, non-compliance with policies and procedures etc

A total of 32 issues were raised in 2008 (2007 – 24 issues). There are five open issues that arose in 2008 which are being investigated or where resolution is pending. All issues from 2007 have been closed.

When we do find evidence of unethical conduct, disciplinary action is taken. Disciplinary actions have ranged from formal reprimand to termination of employment.

### Conclusion

At G4S, we believe that by setting ourselves high standards of business ethics, ensuring that managers understand their role in delivering them and by strictly monitoring compliance through a number of methods, we can be sure that our high ethical standards of operation are maintained across the group.

You can access the full text of the G4S business ethics policy at [www.g4s.com](http://www.g4s.com)

585,000

EMPLOYEES WORLDWIDE

## HR Aims & Standards

G4S has defined a number of core standards and processes to ensure that employees are treated with respect, fairness and dignity at work in line with the G4S values. These standards and processes cover issues such as:

- > handling of disciplinary matters and grievances
- > performance appraisals
- > identification of training needs
- > recruitment and selection processes
- > health and safety
- > employee representation and communication

The HR standards and processes not only enable G4S to ensure that individual employees are treated fairly and consistently, but they also form the bedrock on which strategic organisational issues are founded such as talent and succession management, employee engagement, leadership development and organisational capability building.

Local line and HR managers are responsible for the implementation and maintenance of the standards and this is covered in training for managers.

### Ethical Employment Goals

Our business ethics policy sets out the group's core standards in relation to our employees, for example by supporting the principles of international standards such as the ILO Declaration on Fundamental Principles and Rights at Work. With significant G4S operations in many developing markets, real commitment to these international standards is essential.

Beyond this, we believe it is important to tailor these international norms and reflect what matters most to G4S employees in their unique working environment. Thus we have simplified and strengthened our stance on the most critical ethical employment issues and are committed to the following standards:

- > **We never employ children or allow any form of forced labour**
- > **We always consider our employees' physical and mental wellbeing, especially in harsh or hostile environments**
- > **We work to change markets in which business is awarded at the expense of employee terms & conditions**
- > **We respect employees' need for time away from work, while acknowledging that many want to maximise their income**
- > **We boost long-term job security by creating new solutions to meet our customers' business needs**
- > **We strive for diversity in our workforce to draw on all available talents**
- > **We value our employees as unique individuals while respecting and listening to their collective voice**
- > **We help employees develop so that they can perform well every day and take advantage of opportunities to progress in G4S**



# Employees

## Diversity & Inclusion

### We strive for diversity in our workforce to draw on all available talents

The size and shape of G4S is constantly changing as the business continues to grow, entering new countries and developing new service lines. Five years ago we employed 365,000 people – now we have more than 585,000 employees in more than 110 countries.

One in three of our employees works in North Africa and the Middle East, one in six in Africa and one in eleven in Latin America. Our employees speak over 50 different national languages.

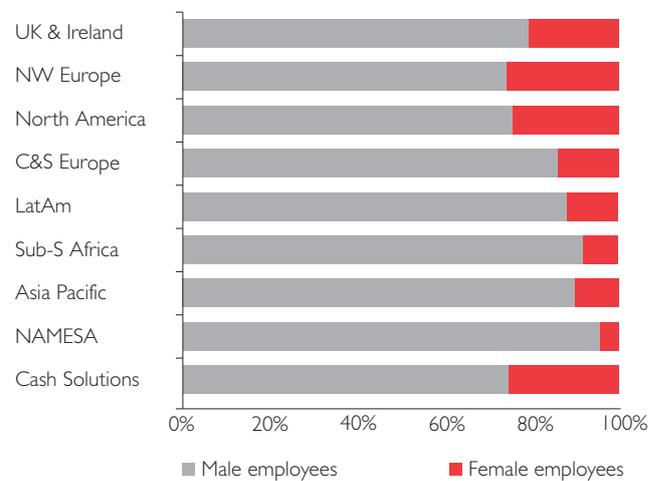
Diversity is already a source of strength for the group and one that gives us a key competitive advantage. With such a diverse workforce, we are better placed to understand the needs of our customers and identify opportunities for innovation and improvement.

Our employees deliver the service that our customers rely on to keep them and their assets safe and secure. Our success will depend on our ability to attract and retain talented people so that we have the resources to support the challenges of our diverse customers and our continued business growth.

We are building an inclusive working environment in which the best people can thrive and reach their full potential regardless of race, sex, religion or beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity or expression.



The chart below shows the ratio of male to female employees across the organisation.



Our policies and practices are created to ensure that local legislation is adhered to and, in the event that none exists, provide minimum standards to which all businesses must comply. Confidential telephone helpline services are available for employees to raise any concerns they have.

As a security solutions company with a clear orientation towards traditionally male-dominated occupations, G4S faces challenges in driving a diversity and inclusion agenda. We also have to think globally but act locally, respecting the cultural differences across the countries in which we operate. The group HR director takes overall responsibility for embracing these challenges by

- > identifying, sharing and developing best practice in diversity and inclusion across the businesses
- > supporting businesses in improving the diversity of their management teams
- > fostering an inclusive work environment



Much proactive work on diversity and inclusion is already underway:

- > In the UK, work on diversity-specific areas such as gender and ethnicity is part of normal business practice
- > In the US we are required to provide detailed information of the composition of our workforce to the US Equal Employment Opportunity Commission and US Department of Labor Office and Federal Contract Compliance Program
- > Where appropriate, our US businesses have an Affirmative Action Plan which is reviewed regularly by members of the senior management team
- > In South Africa, where legislation promotes diversity and inclusion through skills development and employment equity, we demonstrate and measure our commitment to Black Economic Empowerment Codes in a number of ways. For example, at Mangaung Correctional Centre, the percentage procurement spend on black enterprises, the investment in skills development and the levels of black management control are all monitored closely to help ensure the workforce is truly representative of the local community and small businesses are well supported. The commitment of the management team to diversity and to developing an inclusive culture at Mangaung has paid off in a number of ways. **83% of all employees are black and 80% of all promotions are filled by internal candidates**

In other countries there are many great practices which have helped to create a workplace that is perceived as fair and inclusive.

Our aim is to reflect the communities in which we operate at all levels of the organisation. We recognise that achieving this will take time in an organisation of our size and complexity, but we are confident that we are making progress.

**Developing Talent**

Our approach to learning and development is a key element of the G4S “Best People” value. We understand that in order to deliver the group strategy it is essential that we invest in developing the talent within the organisation as well as attracting new people who can bring necessary expertise into the group.

Our talent management programme focuses on identifying the key capabilities of the senior population of leaders across the organisation and understanding our strengths in addition to identifying any gaps that we may have in capability or expertise. We can then develop action plans to maximise the strengths and close the gaps through internal moves, external recruitment or targeted development activity. Overall, our intent is that our best talent is deployed where the best impact and highest value can be achieved.

G4S has, for several years, invested in leadership development to enhance the skills of leaders who are seen as having considerable potential to progress further. To date, more than 70 leaders have participated in G4S’s award-winning Leadership Programme. The aim of the programme is to ensure that the participants have both the commercial and personal skills to contribute to the development and implementation of the strategy. The programme is continually evolving to ensure that it is aligned to the capability requirements of the organisation.

In addition, businesses around the world have invested in developing management capability to assist in creating a pipeline of talent moving through the organisation.

It is also vital that all employees have access to development opportunities to support their career progression. The start point for this is a performance management discussion with their manager which is currently being implemented across the group.

Overall, talent management for G4S is about ensuring that our investment in talent and development is focused in areas which will not only enhance the skills and capabilities of our employees at all levels, helping them to progress, but will also augment the performance of the group.



## Employees continued

**Best People** – we always take care to employ the best people, develop their competence, provide opportunity and inspire them to live our values



### Case Study:

## Developing Talent – Thomas Pilz

Thomas Pilz joined the group in January 2003 as a Management Trainee in our former German business, on a locally-organised scheme to attract talented young graduates into the organisation.

After spending twelve months working in the various parts of the business, getting to know the organisation, he was given his first management role, working as a Project Manager responsible for the successful post-merger integration of the cash operations of Group 4 Falck and Securicor in Germany.

During this time Thomas won a place on the brand new global G4S "Leadership Programme", which really opened his eyes to the sheer scale of the group, and gave him the opportunity to work and learn alongside colleagues from the USA, Belgium, Hong Kong, India, Denmark, the UK, Barbados and Norway.

Thomas has this to say about the Programme: "It has given me great exposure to the senior management across the whole of G4S, and created a wonderful learning environment, which was a very special combination of formal academic inputs, case studies and informal yet deep conversations with colleagues in our different businesses".

Whilst he was on the Programme, Thomas visited G4S operations in the UK, the USA, Hong Kong, Macau, South Africa and Austria, and all of this international exposure certainly paid off as in May 2006 he was appointed to the position of Control Centre Manager for the UK Electronic Monitoring business, responsible for running the monitoring centre in Manchester, England.

Since then Thomas' career has taken another step forward, as in March 2008 he became the International Retail Manager, Cash Solutions, responsible for the international launch of the new service line – "Cash360" – a solution to help retailers across the world manage their cash more efficiently.













# Environment

G4S recognises that its business activities have both a direct and indirect impact on the natural environment and is committed to managing these impacts in a responsible manner

## Environmental Policy

The G4S environmental policy outlines the key commitments from G4S to protect and preserve the environment for future generations.

### Environmental Regulations & Legislation

We will comply with all relevant legislation, commercial requirements and codes of conduct regarding the impact of our business on the environment.

### Operations & Business Practices

- > we will continually review our impact on the environment and introduce business processes to reduce our carbon footprint and actively target carbon output reductions
- > we will systematically measure the carbon footprint of the group
- > we will establish performance indicators which will enable us to set targets and track our progress
- > we will implement processes for reducing carbon emissions across the organisation including areas such as:
  - fuel consumption
  - energy consumption
  - water usage
- > we will make use of environmentally-friendly products wherever possible
- > we will seek to reduce waste and recycle materials where possible and where the means to recycle materials exist
- > we will seek to use modern communications techniques to reduce the need for air travel

### Awareness & Communication

Communicating with key stakeholder groups will be a key element of our Climate Action Programme. It will ensure that everyone is aware of their role in contributing to protecting and preserving the environment in which we live and work and it will enable us to implement carbon reduction initiatives successfully.

- > we will encourage and enable staff to make a positive contribution to improving the environment
- > we will engage with our customers and suppliers on environmental initiatives
- > we will communicate the progress of the Climate Action Programme to all of our stakeholders in an open and transparent manner

### Governance

G4S has established a Climate Action Board which is chaired by Richard Hawkins, Group Security Director. The Climate Action Board meets monthly to review progress of the Climate Action Programme and to drive the implementation of key elements of the programme.

The Climate Action Board reports directly to the group chief executive and provides a written progress update to the group management board on a quarterly basis.

Environmental co-ordinators have been appointed from across the group's operations to measure the group-wide carbon footprint and to implement operational measures to reduce carbon emissions. The environmental co-ordinators report directly to the Climate Action Board.

90t

CO<sub>2</sub>e EMISSIONS PER £1M  
REVENUE IN 2008

## G4S Carbon Footprint 2007

In 2008, G4S began its Climate Action Programme by measuring our 2007 carbon footprint globally across the organisation. Focusing initially on a representative sample of the group – our G4S cash solutions businesses and our seven largest secure solutions businesses (our so-called “trailblazers”), we determined that during 2007 these G4S operations emitted approximately 203,000 tonnes of CO<sub>2</sub>e into the atmosphere. Of this, 96,000 tonnes related to our cash solutions businesses for which we have previously reported carbon emissions in 2008.

The 2007 carbon footprint exercise was conducted largely as a test of our ability to identify and accurately measure our carbon emissions in a limited number of businesses.

This enabled us to ensure that we used reliable measurement systems for our 2008 group-wide analysis.

### 2007 Trailblazer coverage included:

**Cash Solutions:** Belgium, Canada, Czech Republic, Finland, G4SI, Hungary, Ireland, Netherlands, Poland, Sweden, UK

**Secure Solutions:** Malaysia, India, Netherlands, South Africa, Greece, UK, USA

## G4S Carbon Footprint 2008

With the completion of our 2007 “trailblazer” carbon footprint we were determined to obtain a more complete and detailed picture of our carbon emissions in 2008.

In partnership with a leading environmental consultancy, and using WBCSD and WRI GHG protocols, we undertook a measurement of our scope 1 and 2 carbon emissions (G4S occupied buildings over which we have operational control, our vehicle fleet, and employee business air travel).

The businesses measured by our 2008 carbon footprint analysis represent 503,000 employees and approximately 22,000 vehicles across 37 countries worldwide – approximately 82% of the group’s operations.

Due to the operational challenges of measuring businesses either acquired or undergoing integration during the period, these operations were excluded from the measurement of our 2008 carbon footprint. For 2008 G4S Care & Justice Services is therefore excluded, but it will complete its carbon footprint analysis in 2009.

The G4S 2008 estimated carbon footprint equates to some 450,000 tonnes of CO<sub>2</sub>e. Through operational year on year growth we expect that our direct carbon footprint will grow proportionately. Therefore we have established a G4S average measurement of 90 tonnes CO<sub>2</sub>e per £1m of revenue.

### 2008 coverage included:

Argentina, Austria, Belgium, Canada, Chile, Colombia, Czech Republic, Denmark, Estonia, Finland, Greece, G4SI, Hong Kong, Hungary, India, Indonesia, Ireland, Israel, Kenya, Latvia, Lithuania, Luxembourg, Netherlands, Norway, Malaysia, Poland, Romania, Saudi, Slovakia, South Africa, Sweden, Taiwan, Thailand, Turkey, United Arab Emirates, UK, USA



## Environment continued

We are implementing a number of initiatives designed to reduce our impact on the environment



### Case Study:

## Reducing Vehicle Emissions

A major contributing factor in G4S's carbon footprint is the CO<sub>2</sub> emissions from our vehicle fleet. As part of our Climate Action Programme, we have implemented a number of initiatives to reduce vehicle emissions.

During 2008, G4S Finland piloted Sensor; a driving usage and behaviour-monitoring system at one of its major branches. The pilot aimed to improve control over driving behaviour; lowering fuel consumption and decreasing the number of vehicle accidents.

Vehicles equipped with the Sensor system are monitored in real time and the system allows management to assess and review their staff's driving standards – praising good behaviour and redressing bad driving. The introduction of Sensor enabled G4S Finland to reduce its fuel consumption by 8.5% during 2008 and achieve a reduction of 27% in the number of at-fault vehicle accidents.

G4S Belgium, has implemented a new company car policy, capping the CO<sub>2</sub> emissions to a maximum of 175g/km and introducing financial incentives of up to €750 to encourage employees to select vehicles with lower CO<sub>2</sub> emission values, further promoting our Climate Action Programme and persuading our employees to 'go green'.

The new policy in Belgium has been one of several campaigns adopted by the group to promote environmental awareness, including the benefits and simple techniques of eco-driving, among our employees. Through posters, magazine articles, and attention grabbing competitions, G4S has attempted to focus the minds of its employees to think about climate action and reducing their carbon emissions both at work and at home.

0.9t

CO<sub>2</sub>e EMISSIONS PER EMPLOYEE  
IN 2008

## Carbon Reduction Measures

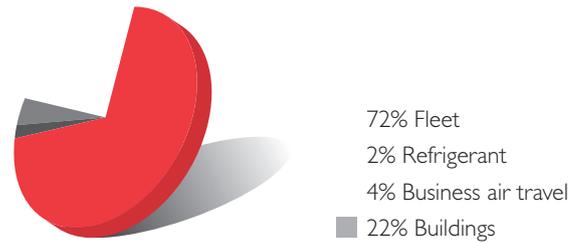
We recognise that a major factor in our carbon footprint comes from our vehicle fleet, due in part to the large and heavier cash transportation vehicles which make up around 60% of our total fleet. Therefore, it is here that we are directing many of our programmes to reduce carbon emissions; from eco-driving training for our operational vehicle and company car drivers, and a project to monitor via satellite driver behaviour in Finland, to exploring alternative fuel sources such as a gas (GNC/GNV) powered vehicle fleet in G4S Bolivia, and Accuread's low emission vehicle fleet in the UK.

Over 20% of our carbon footprint is generated by energy and fuel usage at our buildings and offices. A number of programmes are underway across the globe to tackle our energy efficiency in these areas such as:

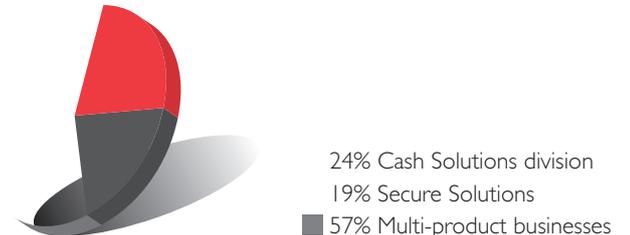
- > employee awareness programmes such as "The Big Think" encouraging employees to think about their impact on the environment and the actions they can take to reduce energy consumption and carbon emissions
- > energy reduction measures such as installing smart meters, replacing old style light bulbs with more efficient designs, and changes in air conditioning and heating patterns
- > reducing wastage, and wherever possible, increasing recycling

Over the course of 2009/10 the Climate Action Programme network of environmental co-ordinators will be identifying and implementing further opportunities for reducing our carbon emissions and sharing best practice wherever applicable.

G4S CARBON FOOTPRINT BY SOURCE (2008)



G4S CARBON FOOTPRINT BY SERVICE LINE (2008)



### Case Study: UK Recycling Project

At the beginning of 2008, G4S Cash Solutions UK recycled just 6% of its waste, which was not in line with the commitments set out by the UK CSR and Environment Policy. With over 50 properties throughout the UK, it was a huge challenge to rapidly improve waste management.

A recycling initiative was overseen by the full time CSR Co-ordinator and delivered by CSR Champions at each of G4S Cash Solutions UK's properties.

- > A new waste contractor was sought who was able to recycle all key waste streams
- > Introduced colour coded recycling bins throughout the estate
- > Ran an extensive awareness campaign with articles in the employee magazine, presentations on the in-house TV system, as well as posters to encourage waste reduction and recycling
- > Provided monthly management information, including league tables and a breakdown of performance across all properties

G4S Cash Solutions UK has increased its recycling rate to 24% by December 2008, which helped divert 41 tonnes of waste from landfill in that month alone.

G4S looks to significantly reduce the amount of waste it produces and increase the amount it recycles through 2009 and beyond.





# Communities

G4S encourages its colleagues around the world to invest time and energy in local projects in the communities in which they live and work – the following are examples of the types of projects supported by G4S



## International Mine Action

One of the services that we provide to our customers is Mine Action. G4S's Mine Action business operates internationally, supporting sustainable humanitarian programmes to remove the menace of landmines and unexploded ordnance so that communities can rebuild their lives and economies in safety.

In 2008 our teams supported projects in nine countries including Afghanistan, Cyprus, Mozambique, Nepal and Sudan. Over the year we employed and trained 300 local staff, put 10 million m<sup>2</sup> of land back to productive use and cleared and destroyed over 100,000 items of unexploded ordnance, explosive remnants of war and ammunition.

## Toronto, Canada SickKids Foundation

The Hospital for Sick Children in Toronto has been a place of healing and of hope since it was founded in 1875. SickKids is a national treasure, at the forefront of paediatric health care dedicated to improving the health of children. Through a payroll giving scheme and community events, G4S employees in Canada have donated \$123,500 to this charity.

G4S Canada also supports a wide range of other children's charities across the country through an extensive fund raising and volunteer programme – raising over \$100,000 per year over the last three years.

**SickKids**<sup>®</sup>  
FOUNDATION

# 100,000

ITEMS OF UNEXPLODED  
ORDNANCE CLEARED BY  
G4S MINE ACTION

## Canada

### Kids Help Phone

G4S has been the official sponsor for Kids Help Phone (KHP) since 2003. KHP aims to improve the well-being of Canadian children and youth by providing them with anonymous and confidential professional counselling, referrals, and information both online and by phone. In 2008, they helped Canadian children in need over two million times through their phone and online counselling services.

G4S Canada helps raise awareness of Kids Help Phone by carrying the charity logo on each of its vehicles across the country and G4S also provides free of charge collection services for all KHP events. In addition to funds being provided directly by the company, staff of G4S in Canada donate through payroll giving schemes (generating more than \$80,000 in the last five years) and raise money directly through various sponsored events.



## Cyprus

### Radiomathon

Radiomathon is an annual fundraising event designed to help able-bodied and disabled children. Funds raised are donated to various institutions that provide physical and psychological support to and accommodation for disabled children and their families.

The Radiomathon committee also provides financial support for surgery and for medical treatment of people not able to pay for it themselves. G4S Cyprus has supported the Radiomathon for eighteen years since the very first event, providing funding, marketing support and free of charge security services to ensure the safety and security of those attending the event.

## Chile

### Un Techno Para Chile

The "un techno para Chile" project aims to provide every family in Chile with a home. G4S Chile contributes financially to the project each year to fund one house every month. With funds raised in 2008, G4S will provide the financing and manpower to ensure that 12 homes are constructed for needy families across Chile.

## Czech Republic

### Projekt Šance

Projekt Šance (The Chance Project) was established in 1995 as the first preventive and humanitarian programme for children and young people who are victims of sexual assault or people trafficking. The aim of the programme is to provide education and housing assistance for these young people with the long term objective of re-integrating them into society and enabling them to live a "normal" life.

G4S provides free of charge cash transport and processing services for the funds donated to the charity across the country from a wide range of sources.



## Communities continued

### Greece

#### Smile of the Child

The Smile of the Child operates a round-the-clock national helpline for children and utilises 50 vehicles, transporting children from the scene of an incident to national first aid centres and – if required – to one of its nine community homes which currently host 459 children whose family environment was deemed inappropriate by government child protection services. G4S Greece provides free of charge satellite tracking of 45 Smile of the Child emergency vehicles throughout Greece to ensure the safety and security of the children and the efficiency of the transportation service.

### Hong Kong

#### Changing Young Lives Foundation – Festival of Trees

Changing Young Lives Foundation, formerly known as Save the Children Hong Kong, is a long-established charitable organisation based in Hong Kong, committed to identifying underprivileged youngsters and changing young lives for the better both in Hong Kong and on the mainland.

G4S Hong Kong has provided free of charge security services to the Festival of Trees, the most important annual fund-raiser organised by Changing Young Lives Foundation, since 2004. G4S security officers safeguard the trees prior to auction during their exhibition period.

### Jamaica

#### Gifts for Schools & SANTA

G4S Jamaica's Gifts for Schools and SANTA programmes aim to have a positive impact the lives of children and young adults in many Jamaican communities through a wide range of projects. Funds from the programmes have been used to invest in essential paediatric hospital equipment, school renovations, school meal supply programmes, school equipment and much-needed medical supplies.



# 75,000

TREES PLANTED IN MALAWI

## Kenya

### St. Paul's Children's Home

The St. Paul's Children's Home in Ongata Rongai in Kenya is home to over 60 destitute children aged from just two months old. G4S has made various donations of funds and equipment to the home and in 2008 committed to providing the home with a means of a sustainable income and improving the diets of the children.

Land acquired near the home in 2008 has now been transformed into a poultry farm – providing eggs for the children and for sale to the local community to raise further funds to meet their growing needs. Early in 2009, G4S representatives and Haile Gebrselassie, the legendary Ethiopian long-distance runner, officially opened the poultry farm in this remote area on the outskirts of Nairobi.



## Malawi

### Tree planting initiative

In 2007, G4S commenced a tree planting project in Malawi designed to provide 48 families from eight villages with a regular wage, fuel for their homes, food for their families and an opportunity to make a living by selling surplus produce.

Since the launch, around 75,000 acacia trees have been planted in Northern Malawi and a nursery has been established to grow seedlings for future planting and for sale to third parties.

Maize is planted amongst the fertile soils between the trees, providing an additional source of food and income for the villagers. The project, which has had a very positive impact on the local community, is set to expand in 2009 to include a further 30 families.



## Mozambique

### Clinic & Emergency Medical Services

G4S Mozambique has established a clinic at its offices in Maputo to provide medical treatment for staff and their immediate families. The clinic treats every-day cases such as flu, and headaches and if they cannot diagnose the problem, medical staff can refer patients to state hospitals or clinics.

The clinic dispenses various medicines to employees and their families at no cost to the patient. G4S Mozambique also provides two ambulances with fully qualified paramedics to transport emergency cases from their homes to hospital. In the future, it is hoped that the project can be expanded to help the many street children of Maputo as well as G4S employees and their families.



## Communities continued

### Nepal

#### Child Welfare Scheme

Child Welfare Scheme Nepal (CWSN) is a well regarded development organisation aimed at enabling "local communities to help themselves." G4S Hong Kong has been a proud sponsor of CWSN for a number of years – as the first and largest employer of contracted Nepali staff in the security industry in Hong Kong, G4S has strong ties with the Nepali community locally in Hong Kong and in Nepal.

Since 1997, G4S Hong Kong has supported the Saimarang Day Care Health Centre in a remote Himalayan Village which provides early childhood education, healthcare and a safe place to play for children from 0 to 6 years of age. In 2008, G4S Hong Kong provided CWSN with a grant to support 20 Early Childhood Development Centres and create 15 Child Clubs in Nepal over the next 3 years which will help over 2,000 people in rural communities.

### Netherlands

#### Foundation Pim

G4S Netherlands raises funds for Foundation Pim, a charity created for the care of children with disabilities. G4S has provided funding towards the construction of a house and the provision of specially adapted furniture and carers for the children.

Funds are provided directly by the company and through the efforts of G4S employees who have participated in numerous events such as marathon running, cycling and other fund-raising activities.

### New Delhi, India

#### Sustainable Education for Underprivileged Children

G4S India has commenced construction of a school for underprivileged children in the heart of one of the poorest areas of India. The design of the school was finalised at the end of 2008 and construction is expected to be completed during the first half of 2009.

In addition to providing the infrastructure, G4S India will also provide books and other school equipment and teachers who will provide a structured curriculum of education for the children.



### North Africa, Middle East & South Asia

#### Happy Day

Each year, G4S businesses across the North Africa, Middle East and South Asia (NAMEA) region set aside one day dedicated to supporting disabled, HIV infected, poor, disadvantaged and underprivileged children and orphans with established NGOs and charity organisations across the region. In 2009, this included around 10,000 children at 64 locations in 27 countries.

Across the region there are a wide variety of programmes and activities designed to bring a little fun to the lives of the children and a smile to their faces.

10,000

CHILDREN ENJOYED A  
G4S "HAPPY DAY"

## Peru

### Supporting Children

In Peru, G4S focuses on improving the quality of life for children and children's education projects in the State of Piura, Northern Peru. G4S staff provide around 150 hours of volunteer time and the business provides financial support of some \$2,000 per month to the projects. The project enables children to improve their reading and writing skills, provides a nutritious breakfast for the children every day and has helped create a sense of pride in the local community.

## Romania

### Red Cross

The heavy rain in the summer of 2008 caused serious damage, with several towns flooded and homes isolated by the flood waters. Roads were closed as several bridges were affected by the floods – the authorities faced a real challenge to evacuate those in need of help.

G4S Romania provided financial and direct support to the Red Cross to ensure that they were able to supply the humanitarian aid required to assist victims of the floods and that evacuations could be carried out safely and efficiently.

G4S Romania also provides financial and other support to a number of charitable projects across the country.



## Shanghai, China

### Jifu Action

In 2007, G4S China launched the Jifu Action Project in Shanghai, China. In conjunction with Shanghai Nanhui Taoyuan Orphans Foster Home Center and Shanghai Charity Foundation Pudong Branch, the project provides educational support to over 80 disabled orphans in the region. It funds key supplies such as teaching tools and facilities, teachers' salaries and activities for the students.

## Sichuan, China

### Red Cross

In May 2008, an earthquake in Sichuan killed over 22,000 people. With more than 14,000 missing and hundreds of thousands of lives at risk, the victims were in need of help. G4S staff quickly raised more than £12,000 and G4S donated a further £20,000 to help meet the immediate needs of survivors including food, water, blankets, tents, clothes and other essential supplies.



## Communities continued

### South Africa HIV and AIDS

G4S South Africa supports a wide range of charities and community programmes across the country, many of which are focused on providing support for families and individuals affected by the devastation of HIV+/AIDS.

G4S provides funding and support in many ways to worthy causes such as the Lambano Sanctuary, a home providing care for abandoned or HIV+ children and Sparrow Ministries, whose children's homes and hospices provide care for those infected or affected by HIV.



### South Africa SOS Children's Villages of South Africa

SOS Children's Villages is a charitable organisation focused on the care of orphaned and abandoned children in a community environment. G4S has been involved with SOS Children's villages for over two decades and has adopted eight houses throughout SOS villages in the provinces of South Africa where eight to ten children are cared for in small family homes and raised as brothers and sisters. G4S South Africa also funds Kindergartens within the villages to serve both the village children and those in the surrounding community.



### South Africa Retina South Africa

Retina South Africa is a charitable organisation which aims to prevent blindness by identification, intervention, management, prevention and elimination of retinal degeneration in young South Africans. G4S provides financial support to Retina South Africa to enable them to provide counselling and support to affected people and their families and to run a gene tracking project at the University of Cape Town to identify the causes of retinal degeneration in South African families.

### Oak Ridge, USA Oak Ridge Public Schools Education Foundation

The Oak Ridge Public Schools Education Foundation works to ensure that the Oak Ridge Public Schools provide the best public education possible and that the school system sets the standard of excellence in public education. WSI, a G4S subsidiary, has donated \$500,000 directly to the Foundation over a five year period and has been instrumental in assisting the Foundation to raise \$8 million for rebuilding and renovating the Oak Ridge High School.

# \$500,000

DONATED TO OAK RIDGE  
PUBLIC SCHOOLS EDUCATION  
FOUNDATION

## USA

### Various Community Programmes

G4S Youth Services, headquartered in Florida, is involved in number of community programmes across the country. These range from the refurbishment and donation of unwanted bicycles and food donation programmes to the support of projects aimed at restoration and management of wetlands for the sustainability of North America's wildlife. This wide variety of projects and good causes are supported by fund raising activities and G4S staff giving up their own time to volunteer to support numerous projects throughout the year.

## North Carolina, USA

### Haiti Twinning Programme

G4S Compliance & Investigations, based in Raleigh North Carolina, provides funds and support to the Haiti Twinning Programme which has been established by St. Josephs Roman Catholic Church. Through donations made by G4S, the Haiti parish of Pignon has been able to build schools, provide financial support to young people to enable them to go to university, offer a microcredit programme distributing loans for Haitian people to start their own businesses – all of which have improved the lives of thousands of native Haitians.

G4S Compliance & Investigations also supports other charities and projects across the US though fund raising and employee volunteer programmes.

## Florida, USA

### Charity Golf Tournament

Since 1996, G4S Wackenhut has hosted an annual charity golf tournament raising over \$1.25 million for various children's charities. Some of the funds raised have also been donated to organisations and charities that have impacted the lives of G4S Wackenhut employees in some way, such as breast cancer, autism and Lou Gehrig's disease.



## Florida, USA

### Employee Association Committee

G4S Wackenhut's Employee Association Committee based at its Headquarters in West Palm Beach, Florida, hosts numerous regular fund raising events to provide support to many local charities. In 2008, funds were donated to the Children's Home Society of South Florida, the Juvenile Diabetes Foundation and local needy families. In 2008, funds raised totalled over \$22,000.

G4S Wackenhut also encourages employees and friends of the company to make personal charitable donations via an official web site to Save the Children, USA.

## South Carolina, USA

### United Way Fundraising Campaign

WSI, a G4S subsidiary, conducts an annual United Way fundraising campaign that has raised over \$2.3 million for local charitable agencies near to the Department of Energy's Savannah River Site in South Carolina where WSI is responsible for the security and safety of the site and employs around 900 people.

The campaign includes employee contributions, as well as a corporate-funded golf tournament which has raised over \$374,500 since the initial tournament in 1988. The United Way agencies work to provide assistance in the areas of homelessness, domestic violence, child abuse, education, special needs, and more.



## Communities continued

### UK

#### Sports Programme for Young People

G4S UK is investing in a Youth Judo Programme to encourage the children of its employees to become involved with sport and, through judo, learn its core values of discipline and self-control while fostering physical fitness and a healthier lifestyle. By providing subsidised judo lessons and making contributions towards kit, licensing and grading, we are also hoping to grow the sport in the lead up to the 2012 Olympic Games as well as supporting local judo clubs across the UK. More than 100 children have signed up to the programme to date.



### Bridgend, Wales

#### Parc Cadets Programme

G4S UK runs a variety of programmes aimed at breaking the cycle of re-offending amongst adults and young offenders. In 2008, the Parc Cadets Programme was introduced with the aim of preparing prisoners to join the armed forces, especially the army, after release. The programme is specifically for prisoners aged between 18 and 21 and on their first sentence of up to two and a half years.

During 2008, nine young offenders took part in the programme, six passed and two have provisional places with the armed forces when they are released.



# 100 children

SIGNED UP FOR  
YOUTH JUDO PROGRAMME

## London, England

### Bromley by Bow Centre

For many years G4S has been a key financial and management partner of the Bromley by Bow Centre, an innovative community organisation in one of the most deprived areas in London and the UK. With support from G4S, the centre helps families, young people and adults of all ages to learn new skills, improve their health and wellbeing, find employment and develop the confidence to achieve their goals and transform their lives.

## Jordan & India

### Sporting Initiatives

In 2008, G4S Jordan provided resources for the training, transportation and supply of kit to 16 year old Omar Qarada, who won a Silver Medal in the Beijing Paralympics 2008 in power lifting.

Each year, G4S India sponsors numerous local sporting events and occasions including the British High Commission Cricket Club, Hindustan Football Club, New Delhi Little League at the American Embassy and Ryders Cup golf tournament.

## Yemen & Egypt

### Child Support Programmes

G4S Yemen provides free and low cost medical services to children, particularly for cleft palate and other reconstructive plastic surgeries. G4S Egypt provides new clothes and gifts to orphaned and disabled children.



## South Asia

### Support of Women's Projects

G4S Bangladesh provides support to acid survivors by setting up a tailoring shop with machines so that they can earn a decent living. G4S Nepal undertakes regular medical check-ups and donates clothes, blankets & bed sheets during winter to an Old Age Home for Women. G4S India contributed towards the construction of an operating theatre for the Delhi Commonwealth Women's Association. G4S Pakistan provides financial support to women abducted from foreign countries. G4S Bahrain enrolled 20 handicapped girls into English courses to help their future job prospects.



## Communities continued

### Investing in Young Sportsmen & Women Across the Globe

G4S is an international organisation with a diverse, global workforce. Uniting employees around the world in a way which is meaningful to them could be a real challenge, but we believe that we have found a way which works across the organisation.

Sport is something that everyone can relate to – it is not specific to a particular language, race, religion or gender – we don't necessarily all like the same sport, but in general terms it can engender pride and passion in individuals.

A need to create that sense of pride and passion in G4S across the world led to the creation of the G4S 4teen programme which was launched in 2007 and supports 14 aspiring young athletes from a variety of sports, based in 13 countries across Africa, Asia, Latin America and Eastern Europe.

Depending on the individual athletes' needs, this programme includes funding for additional training and coaching, or for competing in international events. In addition to sport-specific development, the programme also provides each of the youngsters with advice and support in life skills such as using modern technology and language skills development.

In some cases funds are used simply to alleviate some of the financial burden that is placed on them and their families while they strive to be the best they can be in their chosen sport and achieve their ambitions on the world's largest sporting stages.

In addition to the support provided by G4S, the young athletes also have the opportunity to learn from one of the greatest athletes of all time, who, like them has come from a background where it wasn't easy to make the most of his talents. The double Olympic gold medallist and current Marathon world record holder, Haile Gebreselassie not only inspires athletes from his own country of Ethiopia, but he is an inspiration to many outside the world of sport and across the world who have seen and been touched by his remarkable story.

#### Fanuel Kenosi: Sprinter, Botswana

"Since I became a member of G4S 4teen I can tell you that many parts of my life have changed. In order to be the best athlete I want to be, I took an opportunity to move to a training camp in Senegal. This was a hard decision for me as leaving Botswana would mean that I could no longer support my family. G4S has assisted with this and commenced a project to help my mother buy and run a shop. Now she can be sure that she has money for the family and she has a job that she likes very much, whilst I can attend this camp to further my career. Before I used to run in trainers, but G4S bought me my first pair of running spikes when I qualified for the Olympics. They have been brilliant."



#### Haile Gebrselassie: G4S 4teen Global Ambassador & global sporting icon

"As I know from the early years of my career, it is essential that young athletes receive the help and support they need to develop and succeed. Also the friendship, respect and understanding you get from other athletes and their cultures from being a member of such a team is invaluable. The level of commitment that G4S has shown to the members of the team is impressive and I am truly honoured to be able to play my part as the team's global ambassador."

# 14

## ASPIRING YOUNG ATHLETES

Since the launch of the programme, each of the athletes involved with the project has achieved success in different ways and remarkably six of the 14 athletes were chosen to represent their countries in their first Olympic Games in Beijing in 2008.

The G4S 4teen project is a six year project designed to inspire G4S employees across the world and to help fourteen amazing young people on the road to achieving their dreams of winning medals and breaking world records.

### Haile Gebrselassie: G4S 4teen Global Ambassador & global sporting icon

"I don't think any of us could have predicted that after the first year of the programme we would have six of the 4teen athletes having been selected to compete in Beijing. I am so proud of all of the athletes – they have all worked extremely hard and have taken the first step towards their dream of competing at the highest level throughout the world."



### Pauline Korikwiang: Long distance runner, Kenya

"Before I joined G4S 4teen my days were so different. G4S has given to me more privileges that I can ever imagine. I have been to so many places and met many wonderful people. G4S is helping me with other areas of my life apart from supporting my running. They changed my school so that I can be closer to where I train and have better education. They are helping my family by building them a house. They have given me assistance with my nutrition issues which means I run so much better. They have also made me my first ever birthday cake. I now want to share this and all my experiences with others, like me, who have a dream."

### Mangal Ho: Archer, India

"Without the support of G4S I wouldn't be where I am today. With the support I receive I am able to focus 100% on what it takes to be a successful archer knowing that my family and friends back home are looked after. G4S recently visited me from the UK, accompanied by a film production team from Trans World Sport which is making a number of films about the G4S 4teen project. I was honoured to host them at my village and show off the difference their support has made to me and my community."





The paper in this report has been independently certified as meeting the standards of the Forest Stewardship Council (FSC) and was manufactured at a mill that is certified ISO14001. The inks used are all vegetable oil based.



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