



Securing Your World

# **G4S COMMITTED TO A RESOLUTION TO INDUSTRIAL IMPASSE**

The Board and Management of G4S Secure Solutions (Barbados) Ltd. wish to assert our commitment to finding a positive resolution to the current industrial relations situation, that will benefit our conscientious, hard-working employees and strengthen our local operations.

G4S Secure Solutions (Barbados) Ltd. has been a proud provider of security solutions and services in Barbados for over 40 years. Our company has partnered with the Government, the Private Sector, Non-Governmental Organisations, Religious and Charitable entities and private citizens, maintaining the highest standard of excellence in our interactions. We have enjoyed the trust and continued patronage of the public and private sector, and in return, we have endeavoured to be fair corporate citizens, investing in our employees and our industry. As a security operator of major tourism and commercial infrastructure in the country, we are continuously collaborating with local businesses to ensure economic growth and prosperity.

Our continued investment in Barbados and its people can be further seen in our response to the wide-spread economic fall-out resulting from the COVID-19 pandemic. We have maintained our staff complement, ensuring that no one was permanently terminated from our employ.

Given all of this, G4S is deeply disappointed in the breakdown of talks with the Barbados Workers Union (BWU) this week. We further feel compelled to publicly counter some of the accusations that have been leveled against us over the last few weeks, primarily as it relates to charges of any illegal actions on the part of the company.

As a multinational corporation that has a proven track record of excellence in more than 80 territories, we faithfully abide by the laws of all the countries in which we operate. When necessary, we seek out and benefit from meaningful engagement with unions in those same territories.

According to our understanding of the law, we are in compliance with the labor laws of Barbados. G4S is also compliant in making consistent and unbroken payments to the National Insurance Scheme. Contrary to what has been circulated in the media, G4S offers an employment package to local security officers and security stewards that is far superior to any other security company in Barbados.

While we appreciate that there is a need for continued dialogue about the employment packages for different categories of workers, we reject any claim that we have engaged in any illegal activity as it relates to such matters. In the past, the Management of G4S Secure Solutions (Barbados) Ltd. has sought to advance conversations about the creation of a standard minimum wage for our industry, which would allow for more equitable and fair compensation and a level playing field for all the companies operating in the sector. It would also allow for a more streamlined path for advancement within any organization.

These are issues we know must be resolved for the good of our staff, our company, our industry and the people and businesses we protect. But to do so under the threat of strike action that could only serve to further destabilise our operations and that of our private and public sector clients, does not provide a solution for the immediate issues before us, nor does it help the country.

Strike actions threaten the safety of government offices and operations as well as business customers and employees. G4S must maintain operational continuity and safeguard customer sites with qualified security staff. This is impossible if we are unable to account for our staff due to unannounced strike efforts.

However, amid this disruption, we remain committed to negotiating all outstanding collective agreements and reaching an outcome that is beneficial to G4S employees and customers, and improves the overall economic standing of the country. We join with the labour movement and the Government of Barbados in putting the wellbeing of Barbadian workers at the centre of our dialogue and will continue to negotiate in a manner that safeguards jobs and operations in the country.

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