

The G4S Ethics Code

G4S has a core set of values which are fundamental to the organisation's development and success. One of these values is Integrity which means that we can always be trusted to do the right thing. The Ethics Code below, which forms part of the Group's wider Business Ethics Policy, sets out how we expect all our employees to behave in order to live this core value.

BEING SAFE AND SECURE

- Putting health and safety first
- Protecting the security of our customers, the public and those in our care
- Carefully following company rules and procedures

BEING HONEST AND TRUSTWORTHY

- Always following the law
- Reporting any wrongdoing
- Never offering or taking a bribe
- Avoiding any conflict of interest
- Being open and honest with customers, colleagues and others with whom we deal

BEING FAIR AND CONSIDERATE

- Showing respect and consideration for others
- Treating people fairly
- Considering our local communities
- Respecting the environment

BEING PROFESSIONAL AND PROUD

- Doing the best job you can
- Looking smart and behaving professionally
- Being a good role model
- Safeguarding and promoting the G4S name

This Ethics Code sets out the behaviours that all employees are expected to demonstrate as they carry out their work.

G4S is committed to high ethical standards to maintain the integrity of our organisation, which means that:

- We are completely opposed to bribery and corruption in any form
- No employee can accept money, gifts or inducements from others trying to influence them to perform their work improperly
- No employee can offer money, gifts or inducements in order to persuade others to act improperly, whether for the advantage of G4S or the employee concerned
- No employee can offer money, gifts or inducements to public officials to persuade them to perform their functions more quickly or at all – unless such payments are permitted or required by written law.

Any breaches of these requirements could result in disciplinary action, including immediate dismissal.

Employees must report any wrongdoing that breaches the G4S Ethics Code to their manager or to their HR Manager or Finance Manager or through their company's or region's confidential hotline. If the wrongdoing relates to a very serious or sensitive matter which cannot be dealt with at country or regional level, he or she should contact the Group's confidential hotline telephone number or website at www.g4s-speakout.com so that an appropriate investigation can be carried out.

I confirm that I have read and understood the G4S Ethics Code.

Name: Signed:

Company/Country: Date: