

FOCUSED ON SUSTAINABILITY



STEVE JONES

GLOBAL CHAIRMAN AND CEO
ALLIED UNIVERSAL®

As CEO of one of the world's largest private employers providing security and facilities services across the globe, I understand the obligations we have to our employees, customers and the wider communities in which we live and serve.

In Allied Universal's first environmental, social and governance (ESG) report, we commit to working ethically and sustainably and describe some of the ways in which our colleagues around the world are delivering on this promise.

FOCUSED ON SUSTAINABILITY (CONTINUED)

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Our commitment to operating ethically and responsibly – Critical to business strategy

That promise is critical to the ongoing success of Allied Universal. It underpins what, where and how we do things – and for whom. Customers and other stakeholders trust us to safeguard them and their most precious assets, and we strive to place that responsibility at the heart of everything we do. It is our goal to be an employer of choice, providing rewarding employment and career development opportunities by investing in industry-leading employment practices.

Our values and our approach to embedding ESG strategies into our business model are key differentiators for Allied Universal, especially in developing markets. They help us attract and retain employees, win and keep customers and to attract appropriate investment in our organization – all of which are key to supporting our sustainable business performance.

A complex integration – Learning from each other

The acquisition of G4S in 2021 was an important milestone for Allied Universal. The integration of two leading companies provides challenges and enormous opportunities, and I have enjoyed working with Ashley Almanza, Executive Chairman of Allied Universal International, and our leadership teams throughout the integration process, as we establish Allied Universal as the global leader in our industry.

Together, we have been working hard to integrate Allied Universal and G4S, harmonizing the policies and procedures of both companies – sharing our experiences and adopting the best from both organizations. The integration process is complex and will continue throughout 2022 and into 2023, but we have already made significant progress.

Our values

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Before the acquisition of G4S, I was struck by the synergies between the institutional values of Allied Universal and G4S. Colleagues across both businesses recognize the need to act with integrity and respect, to build trust and reliability – doing business the right way!

To ensure that the integration of the new organization is sustainable, we have prioritized the review and development of a new set of global company guiding statements, including our values, which we will launch in July 2022. [\(See page 3\).](#)

To ensure that we continue to do business in the right way, I urge colleagues to stand up and speak out if they see or suspect wrongdoing or behavior which is not in line with our values or standards.

The Ethics Hotline in North America and Speak Out service within our international business provide confidential channels 24/7 in multiple languages. Colleagues and other stakeholders are able to raise any concern about ethical wrongdoing without fear of retaliation. Concerns are always taken seriously and investigated thoroughly. [\(See page 48\).](#)

Safety – Our goal is zero harm

Our goal is zero harm and safety will always be our top priority. Over the past ten years our safety performance has improved significantly. However, sadly, in 2021, 23 colleagues lost their lives while carrying out their duties, and our thoughts remain with their families.

In the last 12 months, we have witnessed an increase in violent crime, particularly in regions where the economic effects from the Covid-19 pandemic have hit hardest. I condemn these unprovoked and senseless acts of violence which cause intentional harm to our employees – colleagues who were doing their jobs and deserved to return home safely at the end of their shifts. We will continue to work with the authorities to bring the perpetrators to justice and to increase our efforts to prevent future crimes.

(See page 35).

Our colleagues in Afghanistan and Ukraine

We are deeply saddened by the tragic and appalling events in Ukraine. Since Russia's invasion earlier this year, our priority has been to ensure the safety and security of our colleagues and customers in Ukraine and to provide essential financial and logistical support where we are able. I join my colleagues around the world in saluting our Ukrainian colleagues' extraordinary courage and resilience.

I also wish to note how proud we are of our courageous and highly professional Risk Management team, who carried out a safe and secure demobilization in Afghanistan last year.

Our people and the UN Sustainable Development Goals

I take great pride in the important role that colleagues across Allied Universal fulfill in society.

They make a difference by helping people to operate in a safe and secure environment where they can thrive and prosper.

At Allied Universal, we are helping to advance the United Nations Sustainable Development Goals, in particular Goal 5: "Gender Equality" – Goal 8: "Decent Work and Economic Growth" – Goal 13: "Climate Action" and Goal 16: "Peace, Justice and Strong Institutions." (See page 22).

My commitment to the UN Global Compact

G4S, our international business, is a longstanding signatory to the United Nations Global Compact, and I am very pleased to commit Allied Universal to the Ten Universal Principles of the Global Compact on human rights, labor, environment and anti-corruption. We are making good progress aligning our strategies and operations with these foundations and are proud to have recently become a participant in this important initiative. (See page 60).

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