

HUMAN RIGHTS

Our ethos is based upon fairness and respect for human rights. We are proud of the role our employees play in society and the positive contribution that they make each day to protect human rights around the world.

Foundationally, our business protects people and enables them to enjoy their rights and freedoms. We also recognize we must ensure we are not enabling human rights violations through our services, our customers, our suppliers or through unfair or inappropriate treatment of our own employees and others in our care.

As a large-scale security group operating across the world, 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 Allied Universal, we are committed to the respect of human rights and the continued development of our ethical and sustainable business model. We will use our influence and geographical reach to help raise industry standards, provide decent employment opportunities and create secure and stable communities around the world.

Everyone at Allied Universal, 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 who supply our company, and those who live and work in the communities in which we operate. We know that any human rights abuse is completely unacceptable and it will not be tolerated under any circumstances.

Allied Universal 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).

Key procedures and initiatives include:

- Human rights matters are embedded into key business policies and processes, such as our Ethics Codes, Human Trafficking policy, labor management standards, and G4S Supplier Code of Conduct.
- We carry out a regular human rights heat-map review that identifies the countries in which human rights risks are deemed to be high. This process informs several of our business processes, such as our audit program and risk assessment.
- Human rights due-diligence reviews of major international business opportunities, conducted as part of the executive review process.
- Human rights awareness programs are organized for senior management and key functional officers, such as Human Resources and Procurement staff.
- Human rights issues are embedded into relevant operating procedures and training programs, such as those for employee safety and use of force.

- We operate human rights controls, due-diligence frameworks and control self-assessments for higher risk businesses which are integrated into risk and compliance systems.
- Thematic audits of specific human rights matters conducted by Internal Audit, e.g., on migrant worker welfare. In addition, relevant topics such as workplace safety and labor management are incorporated into the wider audit program.
- We regularly encourage our employees to use our whistleblowing services if they have any concerns about human rights violations.

Building on the experience of G4S, Allied Universal is currently developing its human rights policy and a framework for implementation across its global operations. This will be launched later this year, accompanied by awareness campaigns and a review of policies and procedures through a human rights lens.

You can download the Human Rights Policy for G4S here:

g4s.com/humanrightspolicy

HUMAN RIGHTS (CONTINUED)

THE TEEN PROJECT (USA)



**What You Can Do to
STOP HUMAN
TRAFFICKING**

ACTIONS TO TAKE

Call 911 or local law enforcement immediately

KNOW THE SIGNS	
	Appears fearful, anxious or nervous/paranoid
	Avoids eye contact (or too much eye contact)
	Dressed inappropriately
	Shows signs of physical or sexual abuse
	Does not or is not allowed to speak for themselves
	Does not respond when questions are asked
	Appears malnourished
	Has few or no personal possessions
	You just have a “feeling” that something is not right

As part of our continued commitment to preventing human trafficking, Allied Universal has partnered with The Teen Project – a non-profit organization dedicated to providing hope to young women in California who have survived human trafficking and homelessness.

As part of a joint effort, Allied Universal and The Teen Project developed comprehensive training and educational tools for security personnel to educate them about all aspects of human trafficking and help them recognize what to look for while they are working at their respective posts.

SDGs



Respecting Human Rights in the Supply Chain (International)

G4S, our international business has partnered with EcoVadis (a leading sustainability ratings agency) to help ensure that our suppliers in high-risk categories meet the ethical standards set out in G4S's Supplier Code of Conduct.

The program requires in-scope suppliers to complete an assessment tailored to their industry, size and location. The assessment covers 21 criteria including labor and human rights, ethics, the environment and sustainable procurement.

The supplier's responses are analyzed by EcoVadis, which provides both the supplier and G4S with a detailed report setting out the supplier's sustainability performance. Where performance does not meet the required levels, a corrective action plan must be submitted to G4S to address any issues raised.

Since it began in 2019, the program has been implemented in 13 countries. Within these markets, around 3.5% (c.450) of suppliers have been categorized as potentially high-risk, including manufacturers of electronics and uniforms, and providers of cleaning services and temporary labor.

Over 300 EcoVadis assessments have been completed, representing 68% of in-scope suppliers, and it is encouraging that 85% of these have achieved a satisfactory rating.

We are working with all organizations that have not achieved a satisfactory rating or that have declined to take part in the program to address any shortcomings and encourage participation. A number of organizations have failed to fully engage with the program and have been excluded from our supplier database as a result.

We continue to utilize this experience and expand the program globally.

Additionally, we have:

- published a 'Supply Chain Social Principles' guidance document, to help procurement teams provide clarity to suppliers on the social standards expected of them
- implemented Integrity Next, an online supplier monitoring platform that covers key aspects of ethical and sustainability requirements – initially in the UK, but with plans to extend across five countries in 2022, representing around 44% of our international procurement spend
- delivered briefings on modern slavery to procurement teams and in-scope suppliers
- issued communications to colleagues about modern slavery challenges in the supply chain and our commitments.

You may download our G4S Supplier Code of Conduct here:

[➔ g4s.com/suppliercodeofconduct](https://g4s.com/suppliercodeofconduct)

SDGs





HUMAN RIGHTS (CONTINUED)



“What Parc has managed to achieve is just fantastic.”

CHRISTINE FLINTOFT-SMITH

HEAD OF AUTISM ACCREDITATION,
NATIONAL AUTISTIC SOCIETY



HUMAN RIGHTS (CONTINUED)

Care and Rehabilitation (UK)

In 2021, HMP & YOI Parc, one of five rehabilitation centers managed by G4S in the UK, was the first such facility in the country to receive the highest accolade awarded by the National Autistic Society – the Advanced Accredited Award.

Since HMP Parc opened its doors to the Cynnwys unit – meaning ‘Inclusion’ in Welsh – the UK’s first dedicated wing for people with learning difficulties (LD), autism spectrum conditions (ASC) and significant brain injuries, the multidisciplinary team has worked tirelessly to transform the lives of those in their custody and care.

Specially trained operational staff, known as coordinators, help facilitate sensory sessions in a dedicated sensory room and use a range of communication tools for those who struggle to communicate their needs.

Signs reminding visitors not to slam doors and allowing people to collect food and medication at the start or end of the line in order to reduce sensory overload, are just a few of the simple changes Parc has implemented to make Cynnwys people’s lives more comfortable.

“What Parc has managed to achieve is just fantastic,” explains the

National Autistic Society’s Head of Autism Accreditation, Christine Flintoft-Smith. “The whole approach has been really good and required a high level of inter-departmental cohesion – Parc has set the bar high as a beacon of best practice. It goes far above and beyond what is considered best practice and is a really positive sign for the criminal justice system as a whole.”

“We understand how difficult it is to even get initial accreditation – so for Parc to have invested the time, and resources, and challenged archaic attitudes in order to implement some major developments that really give their inmates the best chance inside the walls – is a heck of an achievement,” she concludes.

Significant reduction in incidence of reportable and violent incidents, self-harm (down by 75%), adjudications and substance misuse have resulted from the support and interventions of the team. Their findings have helped set out the pathway for LD and ASC services in custody and support the Inspectorate and the UK Ministry of Justice in the development of research and policies for best practice for the support and management of offenders with neurodiverse conditions.

Deputy Director Ian Coles expressed how proud and thankful he was for his team in helping HMP Parc become the first rehabilitation facility to receive this prestigious award.

“We recognize how challenging the rehabilitation environment can be for people with autism, but the team at Parc has risen to the challenge in creating a specialist unit to support those in need, and has worked tirelessly to deliver high-quality services to meet those needs. The National Autistic Society have highlighted the excellent and creative work carried out by staff to deliver person-centered support and it is fantastic that their hard work has been recognized at such a level,” says Deputy Director Coles.

For more information see:

g4s.com/parcnas

SDGs



Protecting the Dignity and Welfare of Migrant Workers (Middle East)

In areas of the world where we employ migrant workers, we have robust systems and policies to ensure that those workers are treated with respect and humanity.

Over the past three years G4S has made significant enhancements to its existing policies and has invested in processes and controls to support migrant workers across the organization. We have:

- Refreshed our policies and procedures that reinforce the expected behaviors of all stakeholders in respect of migrant workers. These include the G4S Ethics Code, Migrant Worker Policy and Speak Out whistleblowing service. Benchmarked against external organizations where appropriate, these policies and procedures have added rigor to our internal audits and provided further opportunities to establish improved standards, assess compliance and drive change.
- Adopted the 'Employer Pays' principle as set out in the Principles of the Leadership Group for Responsible Recruitment (LGRR). Implementation of this principle began in 2020 and, employing a variety of measures has been completed in Bahrain, Macau, Oman, UAE and Thailand. We continue to work with businesses operating in Saudi Arabia and Qatar to address the local challenges and complete implementation of the principle ahead of the LGRR objective date of 2026.

- Appointed Migrant Worker Coordinators (MWCs) to conduct a program of checks to verify compliance with our standards. Their initial focus has been on interviewing staff and understanding the staff's experience. The MWCs are independent of the in-country management team and report directly to regional management outside the country. They conduct face-to-face interviews with migrant workers, wherever it is possible, and gather remote survey information where it is not. Originally migrant workers themselves, the MWCs have personal experience of the recruitment process and understand the vulnerabilities and anxieties migrant workers may have, so they seek to create an environment in which employees feel safe to share information. As of February 2022, 23% of our c.24,300 migrant worker employees have participated in the program. The resulting action plans from the businesses which employ migrant workers are the subject of regular scrutiny by the Modern Slavery Steering Group, which oversees the program and ensures progress is made.
- Undertaken modern slavery briefing sessions for the leadership teams of all businesses employing migrant workers.

- Established a Modern Slavery Steering Group. Chaired by the Chief HR Officer (International), the steering group oversees progress on implementing migrant worker policies and standards, and other relevant case reviews.
- Continued to engage with interested stakeholders to ensure that opportunities to accelerate progress are not missed, and we continue to make progress. These stakeholders include local business partners, government representatives, and UNI, the global union federation, under our Ethical Employment Partnership (EEP).

SDG





HUMAN RIGHTS (CONTINUED)

Our progress in 2021 and 2022 to date

- Reviewed the worldwide human rights heatmap, identifying 19 high-risk countries in which Allied Universal operates.
- Continued efforts to respect human rights in the supply chain (see page 28).
- Continued efforts to strengthen the protection of migrant worker employees (see page 32).
- Conducted four thematic human rights audits covering matters such as migrant worker recruitment and welfare standards. The implementation of action plans and recommendations to address any issues are monitored by the Regional Ethics Committees, Modern Slavery Steering Group and Audit Committees.
- Published the annual Human Trafficking and Slavery Statement for G4S.

- Supported the Brook House Public Inquiry into the mistreatment of individuals detained at Brook House Immigration Removal Center in the UK, and continued to play an active role in helping it to address its goals.
- Undertook human rights control self-assessments of businesses in 19 high-risk countries and environments. The results of the self-assessments inform the internal audit program and additional follow-up activity.

Download the G4S Human Trafficking and Slavery Statement:

g4s.com/modernslavery

Priorities in 2022

- Complete a review of human rights policies and procedures within Allied Universal and G4S and implement a harmonized strategy and approach across all operations, sharing the lessons learned across both.

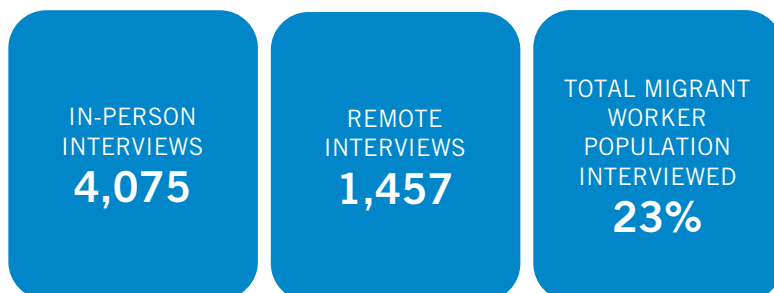
- Continue to build further awareness of human rights issues and responsibilities at all levels of the company, through employee communications and relevant training programs.
- Initiate a review of key policies and procedures, embedding human rights standards where relevant.
- Further implement the Integrity Next supplier sustainability monitoring program in Europe, including suppliers to our businesses in Austria, Belgium, Denmark, Greece and Netherlands.
- Undertake a review of our current due-diligence framework, including the toolkit which supports businesses conducting human rights due-diligence assessments.

Targets

- Conduct migrant worker assurance interviews with all new starters and at least 10% of the continuing migrant worker employee population annually.
- Complete implementation of the 'Employer Pays' principle for migrant workers in all businesses ahead of the Leadership Group for Responsible Recruitment objective date of 2026.
- Extend the EcoVadis ethical supplier due-diligence program to cover 80% of international procurement spend by 2024.

KPIs: Migrant Worker Assurance Program

November 2019 to February 2021



For more KPIs see page 57.