



Human Rights Policy

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1. Purpose

The purpose of this policy is that Securitay Ltd is committed to developing an organisational culture which implements a policy of support for internationally recognised human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and ILO Core Conventions on Labour Standards.

2. Scope

This policy is applicable to all Securitay Ltd staff

3. Employees

To respect the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and rights at Work, including non-discrimination, prohibition of child and enforced labour, and freedom of association and the right to engage in collective bargaining.

4. Suppliers and Contractors

To establish and maintain appropriate procedures to evaluate and select major suppliers and contractors based on Securitay's human rights and social policies, and to monitor their performance where appropriate.

To advance the application of the ILO Declaration on fundamental Principles and Rights at Work through engagement and collaboration where necessary.

5. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate.

To contribute, within the scope of our capabilities, to promote the fulfilment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities we operate.

To seek to have open dialogue with stakeholders and participate in community engaging activities.

To aim to ensure the provision of security is consistent with international standards of the best practice and the laws of the countries in which we operate, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.

6. Society

To participate where appropriate in public affairs in a non-partisan and reasonable way to promote internationally recognised human rights.

To promote the realization of environmental sustainability and development through our core business and through our participation in other multi-stakeholder activities where appropriate.

To uphold the highest standards in business ethics and integrity and where appropriate.