**Guardforce Security Code of Ethics**

This Code of Ethics sets out Guardforce Security’s ethical guidelines and best practices to follow for honesty, integrity, and professionalism. The company expects all staff members, subcontractors and suppliers to adhere to the Code of Conduct at all times.

For members of the company’s staff, violating the Code of Ethics can result in disciplinary action including termination of services.

1. **Vision and Mission**

**Vision Statement**

The vision for the future of the company balances on its dedication to the ongoing welfare, personal and professional development of its staff and its own delivered services, an ongoing drive towards service and work place excellence that will see the company enhance its own standing amongst its peers in industry. Given the dedication and enthusiasm from Top Management it is a vision that writes its own footpath. The company firmly believes that this will only be achieved with staff understanding the drive and purpose, through regular engagement, that every tomorrow will become history and that the company will ensure its history moves forward at all times.

**Mission Statement**

Our core purpose is to provide a premium bespoke professional service to our customers. We ensure we consider the aspects and impacts of service delivery and invite feedback from all stakeholders affected by our business. Our mission is to develop and maintain a strong reputation as a supplier of highly professional consultation and security services. We will deliver our service in a manner, which promotes our company, compliments our customers and reflects positively on the private security industry.

1. **Core values**
* ***Driven*** - Company staff and Top Management are driven to ensure all aspects of the company deliver exactly what they set out to do.
* ***Leadership*** - Top Management see the company as a leader within its market and all staff working within the product as leaders in their field too.
* ***Integrity*** - A work ethic that matches every aspect of the company from top to bottom and is integral to all parts of the working components of the company.
* ***Accountability*** - A willingness to accept responsibility at all levels and in all instances.
* ***Diversity*** - In a rich and diverse society the company embraces its thoughts and directions to all needs and cultures, and is mindful that tomorrow will become yesterday when making its decisions.
* ***Inclusive*** - The company embraces inclusivity understanding that expression is a fundamental part of existence with an approach that encourages transparency and inclusivity of all perspectives.
* ***Quality*** - Quality over quantity has been the business owner’s mantra since the inception of the business which has and will be maintained at all times, quality remains at the fore front of all company services.
* ***Respect*** – The company commits to listening and respecting all opinions, beliefs and thoughts from all who touch the business, but also the environs that the company operates within at all times.
* ***Human*** - Understanding that human rights are a cornerstone of the company’s values, that compassion and welfare are fundamental as a starting block for all.
* ***Sustainable*** - We are committed to minimising our environmental impact and promoting sustainable practices.
1. **Compliance with laws and regulations**

We will adhere to all applicable laws, regulations, and industry standards governing our business, including but not limited to Health and Safety, labour, and employment regulations.

1. **Conflict of interest**

We will actively identify, disclose, and manage any conflicts of interest that could compromise the best interests of our business, customers, or staff members.

1. **Confidentiality and privacy**

We will protect the personal and financial information of our customers and staff members, as well as proprietary information relating to our business operations.

1. **Fair competition**

We will engage in fair and ethical business practices, avoiding any practices that could harm our competitors or compromise the integrity of our industry.

1. **Anti-bribery and corruption**

We will not engage in bribery, corruption, or other unethical business practices. We will conduct our business with integrity and transparency.

1. **Respect and diversity**

We are committed to creating an inclusive and diverse work environment where everyone is treated with respect and dignity, free from discrimination, harassment, and retaliation.

1. **Workplace safety and health**

We will maintain a safe, clean, and healthy work environment for our staff and customers, in compliance with applicable laws and regulations.

1. **Environmental stewardship**

We will strive to minimise our environmental impact by implementing sustainable practices where practical.

1. **Financial integrity and reporting**

We will maintain accurate financial records and reporting practices, ensuring the financial health and stability of our business.

1. **Intellectual property and copyright**

We will respect the intellectual property rights of others, including copyrighted materials, trademarks, and patents.

1. **Reporting and accountability**

We encourage staff and stakeholders to report any ethical concerns or violations. We commit to investigating and addressing such reports in a timely and fair manner.

1. **Implementation and enforcement**

All staff, managers, and stakeholders share responsibility for implementing and enforcing this code of ethics. We will hold everyone accountable for their actions, and consequences will be applied for non-compliance.

1. **Training and education**

We will provide ongoing training and education to our staff on our code of ethics, policies, and procedures to ensure a strong ethical culture within our business.

1. **Human Rights**

The company operates a Human Rights Policy and expects all staff to comply with the contents at all times, showing respect for human rights and dignity towards all human beings. All staff suppliers and subcontractors must understand their responsibilities to abide by Human Rights, local, national and international law and to prevent and report any abuses of human rights including, but not limited to, prohibition of;

* Torture or other cruel, inhuman, or degrading treatment or punishment
* Sexual exploitation and abuse or gender-based violence
* Human trafficking
* Slavery or forced labour
* The worst forms of child labour
* Unlawful discrimination