

**GUARDFORCE SECURITY LIMITED**

**Protection with Intelligence**

**[](https://www.sia.homeoffice.gov.uk/Pages/acs-roac.aspx)[](http://www.bsigroup.com/)**

Human Rights Policy

The purpose of this Policy is to communicate to the Guardforce employees, staff, contractors, subcontractors, suppliers and community where the company operates, the ethical and social values the company respect and seek to uphold throughout its business decisions, activities, and partnerships.

This Policy outlines the commitment of Guardforce Security to respecting human rights and values of Integrity, Respect, Colleagueship and Ownership, as reflected in Guardforce documents and which are the unifying force for all departments. Upholding international recognised laws and frameworks and all relevant national laws where Guardforce operates.

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| DATE: | December 2023 | Objective –To ensure Human Rights are observed and complied with all times. |
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| REVIEW DATE: | December 2024 |
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|  | APPROVED | DISTRIBUTION |
|  | Robert Hanratty (Compliance Manager) | 1. Master file (S-Drive) 2. All sites |



Guardforce Security will at all times– from Director level down – ensure that all statutory legislation relating to Human Rights are adhered to through both the policies and processes that we write and the staff and managers who implement them.

**What Are Human Rights?**

Human rights are the basic rights and freedoms that belong to every person in the world. They are based on shared values like dignity, fairness, equality, respect, and independence. In many countries where we operate, these values are defined and protected by law. In some countries, however, this is not the case. Where national law and international human rights standards differ, Guardforce Security will follow the higher standard. Where they are in conflict we will adhere to national law, whilst seeking ways to respect international human rights to the greatest extent possible.

# **Commitments and Principles: Statement**

In line with the United Nations Guiding Principles on Business and Human Rights Guardforce Security are committed to the United Nations Universal Declaration of Human Rights, the International Labour Organisation’s (ILO) core labour standards and the ILO’s Declaration on the Fundamental Principles and Rights at Work.

Commit to performing our business to the abovementioned standards of ethics in accordance with company values and the laws where the company operate.

* Be open and fair in dialogue with all our stakeholders and commit to communicating effectively with external parties, ensuring there is trusted and accessible consultation mechanisms available.
* Work to address key issues relevant to our sector, business activity and supply chains including: modern slavery and exploitative labour practices, child labour, all forms of discrimination, fair wages, working hours and conditions, health, and safety, right to freedom of association.
* Continue to develop our due diligence processes to provide more insight to help identify risks and ensure the company understands best approaches to preventing and mitigating risks to people.
* Not tolerate, nor condone abuse of human rights within any part of the business or supply chains, and will take any allegations of abuse seriously. As part of this the company will work to ensure effective provision of remedy wherever human rights occur through company-based grievance mechanisms.

# **Scope:**

This policy applies globally to all Guardforce Security directors and employees, which includes supply chain partners. It is intended to operate in conjunction with Guardforce Security Vision, Mission, and Values, other Guardforce Security policies and codes of conduct.

# **Implementation:**

Leadership and governance:

Guardforce Security recognise that the company’s success is based on a corporate culture that embeds responsible business into everything the company does, with business leaders being responsible for providing direction and clarity as well as role-modelling behaviour. The company strives to integrate human rights considerations effectively into business decisions covering self-led operations, as well as supplier and customer relationships. The company are also considering human rights aspects in our internal risk governance processes, providing clear reporting lines to employees and suppliers.

## **Ethical Business Conduct:**

Guardforce Security are committed to the highest standards of business ethics which govern the conduct of the company’s business operations for all staff. Guardforce Security require all business on behalf of the company to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

**Employee Rights and Fair Labour Practices:**

The company believe all its employees deserve to be treated with integrity and respect. Therefore, the company promotes a work environment of transparency and trust and compensates our staff competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labour standards.

## **Diversity and Inclusion:**

The company supports and encourages diversity and inclusion within the business and the organizations with which the company does business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The company is committed to the protection of women’s rights and committed to providing equal opportunities for all staff, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation, the company operates an EDI Policy which is available to all staff.

It is company policy to provide and maintain a safe, healthy and productive workplace for all staff that complies with all applicable laws, regulations and internal policies.

## **Forced Labour and Human Trafficking:**

The company is committed to preventing and prohibiting forced labour of any kind, including all forms of modern-day slavery or human trafficking.

**Child Labour:**

The company does not engage in or condone the unlawful employment or exploitation of children.

**Capacity building:**

Adequate training of employees on human rights and the respective Guardforce Security key processes is essential to the company’s success in preventing and mitigating risks for violation of human rights. The company will provide training to key employees responsible for ensuring we meet our commitments on human rights.

**Due diligence:**

A significant share of Guardforce Security added value is created in the deployment phases. The company therefore see it as vital to ensure that its environmental and social standards are maintained throughout our supply chain. There is definite understanding that human rights due diligence is an ongoing process that requires particular attention at certain stages in the company’s business activities i.e. new partnerships or operational changes.

Accessibility and trust of our grievance mechanisms and ensuring rightsholders and stakeholders can help us identify, prevent, and mitigate risks and where necessary provide appropriate remedy for impacts that have already occurred. The company strives for continual improvement to improve the scope, understanding and accessibility of the grievance mechanisms.

Guardforce Security use internal controls as well as due diligence mechanisms for internal activities as well for the activities for Suppliers.

**Driving forward change:**

Guardforce Security believe working on human rights is a journey that constantly evolves and changes depending on emerging legislation, best practice, and world events. Therefore, the company employ different methods available to businesses to drive forward change within the business.

**Reporting a concern or raising a query:**

If any employee of Guardforce Security believes that any persons within the business is violating the Human Rights Policy or any related laws or regulations, they are required to report it immediately to their line manager.

Guardforce Security suppliers, contractors, customers or any other persons are asked to report suspected violations to their Guardforce Security point of contact and or use the company Whistle Blower process.

Top Management for Guardforce are responsible for ensuring adherence to the commitments made within this document with all staff having a responsibility to managing, monitoring and implementation.

Any breeches will be investigated by Top Management.

**Document History:**

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| December 2023 | Issue 1 | | Initial Document |
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