



G4S in the UK & Ireland Corporate Social Responsibility (CSR) Policy

G4S is the largest secure and cash solutions company in the UK and Ireland, with a turnover of more than £1.4 billion and almost 50,000 employees operating from over 300 sites. More than 10,000 customers, including 59 FTSE 100 companies and the majority of UK Government departments, depend on G4S to provide them with a safe and secure way to deliver their services.

G4S is committed to being a good corporate citizen as we believe it helps us to achieve our goals and build a sustainable business for our current and future stakeholders including: shareholders; employees; customers; business partners; and the community. We aspire to account for the economic, social and environmental direct and indirect impacts of our business, aiming to maximise the benefits and minimise any negative impact in the areas where we can make a real difference.

By integrating the following principles into the way we do business we hope to not only provide solid financial performance but also make a positive contribution to the wider community and environment in which we operate.

Good governance

- As a minimum, conduct all business in compliance with relevant legislation.
- Ensure CSR is integrated into all aspects of our business.
- Conduct business in line with the Group Business Ethics Policy and oppose bribery and corruption in whatever form it may take.
- Ensure each Business Unit has:
 - a Board member responsible for CSR strategy and performance;
 - a CSR strategy with measurable targets;
 - a comprehensive programme to achieve those targets.
- Regularly report on CSR activities and our progress against targets in an open and transparent manner.

Looking after our people

- Respect the standards outlined in the Universal Declaration of Human Rights.
- Promote equality, diversity and inclusion.
- Provide a working environment that protects the health, safety and wellbeing of employees.
- Offer and promote relevant training to enable employees to fulfil their potential.
- Respect employee and union rights, ensuring a positive employee relations climate.
- Engage with our employees so that they fully understand our business and have the opportunity and confidence to feedback their views.



Supporting the community

- Offer employment opportunities within the local communities in which we operate.
- Help build safer communities by engaging with young people, primarily through sport and constructive activities, to help them lead purposeful lives.
- Provide assistance to a range of charitable causes and community initiatives.
- Promote and support employee volunteering and engagement with community activities.

Protecting the environment

- Implement a robust measurement and reporting system for our resource consumption and waste disposal.
- Achieve the emissions reduction targets set by Group.
- Comply with relevant legislation, commercial requirements and codes of conduct.
- Seek to identify and reduce resource consumption, waste and improve efficiency across all of our activities.
- Enable and encourage employees to make a contribution to environmental improvement.

Managing our supply chain

- Work with suppliers to deliver the objectives of this policy throughout our supply chain.
- Ensure our procurement strategy reflects the commitments outlined in our sustainable procurement policy.

Engaging with stakeholders

- Measure customer satisfaction regularly and ensure that feedback is acted upon in a timely manner.
- Ensure employee surveys are held regularly and ensure that feedback is acted upon in a timely manner.
- Ensure all stakeholders are encouraged to provide feedback on our CSR policy and performance and have the channels to do so.
- Contribute to and promote the continued improvement of industry standards.

It is the responsibility of our CSR Committees to ensure the implementation this policy. This policy will be reviewed annually by the Board, and updated where required, to ensure it reflects the current interests of our stakeholders.

A handwritten signature in black ink, appearing to read 'Julian Duxfield'.

Julian Duxfield
HR Director, Cash Solutions (UK)

A handwritten signature in black ink, appearing to read 'David Taylor-Smith'.

David Taylor-Smith
Chief Executive, UK, Ireland and Africa,
G4S plc