



## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

SOS Security Services Ltd aims to be a front runner in the field of Corporate Social Responsibility (CSR) and is committed to ensuring the best practices to this end. The policy of 'CSR' instituted by the company outlines nine criteria, reflecting existing and emerging benchmarks:

### **1. LEADERSHIP COMMITMENT**

The Management team is committed to the integration of 'CSR' in all corporate decisions. Our workforce is expected to follow their example.

Company management will ensure that appropriate structures are in place to effectively identify, monitor and manage 'CSR' issues as well as performance relevant to the business.

### **2. SUSTAINABLE VALUE CREATION**

As the company aims at high performance, it strives to maximize 'sustainable corporate value'. This means to achieve a sound balance between profitability and 'CSR'. The company recognizes that sustainable corporate value is a continuous process of creating present and future corporate wealth, and that value creation comes from:

- High-quality assets
- Strong financial management
- Sound corporate governance
- Preservation of the natural environment
- Creation of relevant local capacities where we operate.

The company will consider the creation of both short-term and long-term sustainable value in our decision-making.

### **3. GOVERNANCE AND BUSINESS PRACTICES**

The company conducts its business in an open, honest, and ethical manner. It complies with all laws and regulations wherever it operates. It recognizes the importance of protecting all its assets including financial, physical, human, information, social, environmental, and reputation assets. The company assesses and manages its risks to effectively steward these assets.

The company advises its partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and works with them to achieve compliance with the Policy.

### **4. HUMAN RIGHTS**

While governments have the primary responsibility to promote and protect human rights, the company supports and encourages this goal within its sphere of influence. It does not take part in human rights abuse, and will not engage, or be complicit, in



any activity that solicits or encourages human rights abuse. In providing for the protection of its employees, it promotes respect for and endorses the protection of human rights.

## **5. LABOUR PRACTICES**

The Company applies fair labour practices, while respecting the national and local laws of the communities where we operate.

The company does not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. It does not engage in forced or exploitative labour. It strives to provide local employment and economic opportunities in the communities where it operates. It treats its workforce with dignity, fairness, and respect.

## **6. ENVIRONMENT, HEALTH AND SAFETY (EHS)**

The company provide a safe and healthy working environment, and expects all its workforce to comply with the health and safety practices established for their protection.

The company safeguards the environment, and operates in a manner that is consistent with recognized global industry standards in environment, health, and safety. In all its operations, it strives to make efficient use of resources, to minimize its environmental footprint.

## **7. STAKEHOLDER ENGAGEMENT**

The Company will consider the interests of all stakeholders. It is committed to a timely and meaningful dialogue with stakeholders, and will address their legitimate issues and concerns within its sphere of influence. The company will engage stakeholders clearly, honestly, and respectfully.

## **8. SOCIO-ECONOMIC AND COMMUNITY DEVELOPMENT**

The Company emphasizes collaborative, consultative, and partnership approaches to community investment and programs, recognizing that no corporation is solely responsible for changing the fundamental economic, environmental, and social situation in a community.

Through its activities, it will assist in local capacity-building and develop mutually beneficial relationships to make a positive difference in the communities where it operates.

## **9. TRANSPARENCE**

The Company's engagement towards its environmental and social responsibility will be evaluated periodically and in a transparent manner. The company will advise its partners of its Corporate and Social Policy, and support their attempts to achieve these standards.