



## Slavery and Human Trafficking Statement (2016)

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 (the “Act”) for the year ended 31 December 2016. It sets out the steps that we have taken to identify and reduce the risk of modern slavery occurring within either our supply chain or business operations.

### Organisation

With its headquarters in the UK, G4S is the world’s leading, global integrated security company, providing security and related services to a diverse range of customers across six continents.

Further information on our organisation and business model can be found in the “G4S at a glance” section of our Integrated Report for 2016 ([www.annualreport.g4s.com](http://www.annualreport.g4s.com)).

### Our supply chain and Supplier Code of Conduct

G4S’s supply chain relates to both the purchase of goods or services for G4S’s own internal use and also the purchase of goods or services in relation to G4S fulfilling customer contracts.

There are currently more than 55,000 suppliers who support our worldwide operations, providing G4S with a broad range of goods and services such as professional services, uniforms, IT, vehicles, catering and security equipment.

Our **Supplier Code of Conduct** sets out G4S’s requirements and expectations with respect to key areas of responsible sourcing, including respect of international human rights standards and the prohibition of forced or coerced labour.

All suppliers are expected to comply with the principles set out in the G4S’s Supplier Code of Conduct. They are expected to ensure that the obligations set out in the Code are met or that there is a clear timeline for full implementation within their own organisation and their associated suppliers and subcontractors.

G4S reserves the right to audit any of its suppliers and their subcontractors to confirm that the requirements set out in the Supplier Code are in force. Failure to allow an audit may result in the termination of any supply contract with G4S. If an audit identifies levels of non-compliance with the Supplier Code, the supplier will be required to provide a detailed remedial action plan. If the supplier refuses to comply with the action plan, G4S is likely to

terminate the relationship.

Following a comprehensive review, G4S's Supplier Code of Conduct has been refreshed and was re-launched in 2015.

In 2016, G4S's transformation programme began the process of embedding the Supplier Code into our global procurement processes - starting with businesses in Africa and the UK & Ireland regions.

During the course of 2017, we will undertake assessments of UK and Ireland regional supply chains and relevant suppliers in other regions in order to assess and help ensure that those suppliers meet the standards of our Supplier Code of Conduct and develop action plans to address any that do not.

## Our business operations and our other policies

### **Migrant Worker Employment**

The employment of migrant labour is necessary in a number of G4S businesses where the availability of local labour is scarce. We recognise that in seeking better work opportunities and livelihoods for their families and future, migrant workers are often outside the legal protection of their countries of national origin which can make them vulnerable to abuse and exploitation.

Our **Migrant Workers Policy** was refreshed in 2016 and training was provided to regional and country level HR management. The policy is based upon good practice principles and applies additional measures covering the use of recruitment agencies, accommodation standards and clear employment terms and conditions to help protect employees who are working away from their home country and the legal protections that this would provide them.

G4S is committed to ensuring the human rights of migrant workers (in the same manner as all its employees) are respected. Employment is freely chosen with no use of forced, compulsory, bonded, indentured or child labour. Migrant workers are offered decent work under terms which protect their health and safety and ensure they are treated equally, and with dignity.

Our policy has been developed to safeguard migrant workers from unscrupulous recruitment practices and help to prevent and manage any risks arising from their employment and accommodation.

G4S businesses are required to self-assess against these standards on an annual basis, reporting on action to address any gaps, which are monitored by the Group Human Resources Department. The feedback from the self-assessments is consolidated to show year on year trends and highlight approaches where more guidance or support may be required. Further follow up and assurance of responses and any improvements required is also provided during business audits.

The other key policies which relate to the prevention of modern slavery are:

Our **Business Ethics Policy**, which clearly defines what we consider to be acceptable and unacceptable business practices, such as forced or child labour.

Our **Human Rights Policy**, which applies to all of the Group's businesses, defines our commitment to the *Universal Declaration of Human Rights*, the *UN Guiding Principles on Business & Human Rights* and the *ILO's Declaration on the Fundamental Rights at Work*.

**Whistleblowing and Speak Out** - which explains that every G4S colleague has a responsibility to ensure that we uphold our core values, adhere to the law and deliver against the important commitments set out in our Business Ethics Policy, Human Rights Policy, Supplier Code of Conduct and Human Resources Core Standards. We encourage our employees to speak out and report any serious issues without fear of retaliation. All concerns raised in good faith will be taken seriously and treated with respect.

The G4S plc Board have concluded that, taken together, our policies and procedures and the safeguards in place for raising concerns provide a starting point for reasonable assurance that G4S has reduced the risk that slavery may be found in its business or in its supply chains.

This statement was approved by the board of G4S plc on 24 April 2017 and signed on its behalf by



**Clare Spottiswoode, Chair of the CSR Committee, G4S plc**

24 May 2017

This statement covers G4S plc and its group companies, with reporting companies proceeding with their own board approvals according to the Act.