	HUMAN RIGHTS		
	Responsible Division:	ALL CAC STAFF	
Implementation Date:	01 March 2023	Related Documents:	1. Post Instructions 2. SOP's 3. CAC Code of Conduct
Standing Order Number:	CAC-ADM-POL--04	Pages:	4

Revision History

Date	Revision Number	Change	Reference Section

INTRODUCTION

CAC for Security Services is committed to ensuring that Human Rights principles are at the forefront of how we undertake business. The purpose of this policy is to outline CAC for Security Services expectations and requirements for creating a dignified and compassionate work environment.

Persons Affected

All CAC Security Services staff and sub-contractors


Policy

CAC for Security Services commitment to respecting human rights wherever we operate is embodied in our Operational Procedures and Policies. Our operational Business Conduct and Ethics Code reflecting this commitment replaced our existing Human Rights Statement.

We believe that although governments have the primary duty to protect and ensure fulfillment of human rights, we have a responsibility to respect human rights and can play a positive role in the communities where we operate. To this end, our conduct in our global operations is consistent with the spirit and intent of the United Nations Universal Declaration of Human Rights; the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, where applicable to business; and other applicable international principles, including the Voluntary Principles on Security and Human Rights.

In many countries and communities where we operate, social issues are part of a broader set of complex socioeconomic and security concerns and can apply to many aspects of our business. This is why the management of human rights issues in CAC Security Services is based on the totality of our efforts and not on a single activity. Our corporate policies, management processes, community investment programs and participation in voluntary initiatives are complementary and are intended to work together and reinforce our commitment to respecting human rights.

CAC Human Rights Policy fosters a greater awareness of human rights issues throughout the company and enhances our capabilities to identify and manage human rights issues in four areas relevant to our business: employees, security providers, community engagement and suppliers. This policy also does the following:

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- Reinforces our existing policies, processes and activities that support our human rights values and commitments, which include specific policies on labor relations, contracting and procurement, operational excellence, security and Business Ethics.
- Identifies select new requirements for training and operations assessments specific to operating environments where human rights issues may be more prevalent.
- Sets clear accountability for line management to implement the policy and for our commitment to providing management with the necessary resources, support and review.

All employees of CAC are required complying with this policy, whose key elements are as follows.

- **Employees** We treat all of our employees with respect and dignity and promote diversity in the workplace. Our company policies and procedures adhere to all applicable domestic laws and are consistent with ILO core labor principles concerning freedom of association and collective bargaining, nondiscrimination, forced labor, and underage workers in the workplace.
- **Reporting of Abuse/violation.** Our employees have the right to complain and report Human rights abuse to the authorities or to our HR office where the OPJ (Company Investigator) is situated and can start with an investigation immediately.
- **Security** We protect personnel and assets and provide a secure environment in which business operations can successfully be conducted. Our guidelines and management processes on security in our areas of operations are consistent with the Voluntary Principles on Security and Human Rights.
- **Community** We respect human rights in the following ways:


Through our contributions to socioeconomic development in the communities where we operate.

By fostering ongoing, proactive two-way communication with communities and knowledgeable stakeholders.

Through our corporate Environment, Social and Health Impact Assessment (ESHIA) process for all major capital projects, as well as for existing operations in sensitive operating environments.

Through our corporate practices, which are consistent with relevant external guidelines

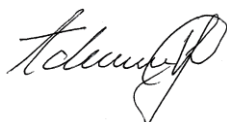
- **Suppliers** We encourage our suppliers to treat their employees and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of this policy. We require that our key suppliers adhere to all applicable domestic laws and encourage them to be consistent with ILO core labour principles. We also engage with our key suppliers to reinforce awareness of potential human rights issues.

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Our human Rights policy is based on the UN International Bill of Human Rights: -

- ✓ All individuals are born free and equal in dignity and rights
- ✓ Equity and non-Discrimination
- ✓ The right to life, Liberty and Security
- ✓ Freedom from Slavery
- ✓ Freedom from Torture
- ✓ The right to recognition
- ✓ The right to an effective Judicial remedy
- ✓ Freedom from Arbitrary arrest
- ✓ Right to a Free trial
- ✓ Right to be presumed innocent until proven guilty
- ✓ Freedom of Privacy
- ✓ Freedom of Movement
- ✓ Right of Asylum
- ✓ Right to a Nationality
- ✓ Freedom to marry
- ✓ Right to own property
- ✓ Freedom of thought and opinion
- ✓ Right to peaceful assembly and association
- ✓ Right to Social Security
- ✓ Right to work
- ✓ Right to equal pay for equal work
- ✓ Right to rest and leisure
- ✓ Right to a standard of living
- ✓ Right to education
- ✓ Right to participate in the cultural life of the community
- ✓ Right to a Social and International order
- ✓ Right to morality, public order and the general welfare in a Democratic society
- ✓ No right to engage in any act of destruction of rights and freedom.

All training will be conducted within the express interests of the VP's being discussed in a manner that all will be understood and in such that CAC maintains itself in a manner that is judged to be fair and constant within the boundaries of the VPSHH's being maintained to the standards needed for full and proper implementation.



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