



Statement of Conformance

VSC provides armed and unarmed security services in complex environments. VSC works with its clients to provide these services in a way that protects all of their assets. Our clients, all government agencies, communities where we operate, partners and suppliers expect VSC to operate responsibly and in conformance with international and national laws and associated international guidelines and human rights.

VSC's Code of Conduct and statement of ethical business practices govern all aspects of VSC's operations and communications. A key tenet of this commitment to ethical practices is the commitment to respecting human rights and always seeking to provide conflict sensitive services that seek to develop and maintain a social license to operate.

All private security operations in complex environments carry an elevated risk of encountering human rights issues. VSC seeks to mitigate this risk as effectively as possible by ensuring that the principles outlined within the VSC Code of Conduct and statement of ethical business practices are strictly adhered to and that all personnel are aware of these commitments and understand their absolute importance. To further strengthen our internal oversight in order to minimize the risk of encountering human rights abuses, VSC has a robust risk management process that includes pre project and ongoing assessments designed to identify and mitigate the potential for human rights abuses.

VSC respects all people. This includes our personnel, our clients, the local communities within which we operate and host and home nation governments. This is demonstrated in a robust commitment to the UN guiding Principles on Business and Human Rights, the International Code of Conduct Association for Private Security Providers (ICoCA), the Voluntary Principles and applicable local, national and international laws and guidelines. VSC is an active member of the ICoCA and the UN Global Compact. Elements of this responsible approach include:

- Seeking to recognise and mitigate risks throughout our operations. This is done in compliance with ANSI:PSC1 and ISO:18788.
- Ensure that our staff, partners, suppliers and where appropriate, clients are rigorously and fairly vetted during any selection process.
- As far as practicable demand compliance with standards similar to VSC's from all suppliers, clients, partners, personnel and contractors.
- Ensure that all our staff's working environment is as safe and healthy as possible.
- Always focus on providing the very highest quality services across all our offerings. This is externally audited to ANSI:PSC1 and ISO:18788 standards.
- Wherever possible ensure that our operations have as low an impact on the environment as possible and all operations are inline with VSC's environmental policy.
- Training is at the very centre of VSC's approach to quality. Therefore we utilise experienced, qualified trainers, the VSC Development Training System (DTS).
- Refuse any type of corruption or bribery regardless of form. This includes any type of impropriety in associated organisations or persons.
- Fair remuneration and compensation for personnel, suppliers and contractors.
- Recruit and source supplies and other services locally where possible. All recruitment and equipment procurement processes should start as close to the site of delivery as possible, whenever possible.
- Adhere to all guidelines associated with freedom of speech and ensure that no personnel or stakeholder is subjected to any form of discrimination based on gender, culture, faith, disability or race.



- All VSC operations and personnel should focus on the need to identify and act on ways to do good, within the local communities, areas and countries where VSC operates. This will always be done in a culturally and conflict sensitive manner.

When providing security in complex environments disruptive events can and do occur. When they do VSC's procedures and processes are designed to provide a robust framework for response. At all times we seek to mitigate the impact of a disruptive event with the focus being on as smooth and as quick a reversion to normal operations as possible. In the event that an event has an adverse impact on human rights VSC uses all possible permissible actions to remedy the situation.

- VSC has a grievance procedure that is in line with ICoCA requirements. The procedure provides an accessible process for receiving and responding to internal and external complaints.
- When applicable a complaint will be referred to the relevant legal system.
- VSC has in place a fair and robust staff warning and disciplinary structure and this will be utilised in the event that any employee breaches the VSC Code of Conduct and or the statement of ethical business practices.

VSC is committed to providing quality of service and has a clear process for examining disruptive events and through this examination; designing, implementing, tracking and further evaluating improvements. This process seeks to ensure lessons learnt from these events are embedded in the company. External auditors evaluate this process to ANSI:PSC1 and ISO:18788.

In order that VSC quality systems function in a holistic fashion all personnel are given clear guidance on their roles and responsibilities. These responsibilities include robust direction on the points highlighted in this statement of compliance.

VSC is committed to providing all its services in compliance with this statement and it is understood any failure should be systematically and diligently investigated. Although the action may have been carried out by an individual, the investigation must also examine senior managements involvement and their own communications and commitment to the guidelines as outlined above. The delivery of conflict sensitive services is not about a system of procedure enforcement but rather must rely on a quality of leadership capable of inculcating all members of the organisation with an understanding and genuine commitment to all of the principles as laid out above and in companies policies and procedures.

If you have a grievance or other feedback please use feedback@vscsecurity.com or if you wish to submit your communication anonymously please utilise the feedback link on our website. In the event that you are not satisfied with our response you can contact the International Code of Conduct Association for Private Security Companies <https://icoca.ch/en/complaints> and secretariat@icoca.ch

If there are elements of this statement that require additional clarifications please do not hesitate to get in touch through ops@vscsecurity.com

A handwritten signature in black ink, appearing to read 'Charlie Mayne', is written over a light blue horizontal line.

Charlie Mayne
Managing Director
VSC Security Solutions