



LONDON SECURITY SERVICES (UK) LTD  
YOU'RE IN SAFE HANDS WITH US

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## Corporate Policy: Human Rights

### **Policy Statement**

Respect for human rights is a fundamental value of London Security Services (LSS). We are committed to supporting, respecting, and protecting human rights in our relationships with our employees, suppliers, and business partners.

### **Policy Intent**

This Policy is guided by the United Nations Guiding Principles on Business and Human Rights.

London Security Services (LSS)'s goal is to support, respect and protect human rights—both in our own business activities and in our business relationships with other parties. London Security Services (LSS) expects the same of its suppliers. This policy, combined with those referenced below that address human rights within their respective scopes, reflects our commitment to human rights and ongoing efforts to protect human rights through our operations.

### **Child Labour**

London Security Services (LSS) is committed to the abolition of child labour within its sphere of influence. To that end, London Security Services (LSS), its employees, and its suppliers must prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

### **Forced Labour**

London Security Services (LSS) must not use, be knowingly complicit in, or knowingly benefit from the use of forced or involuntary labour whether bonded, imprisoned, or indentured, including debt servitude and human trafficking.

London Security Services (LSS) also specifically requires that all members of a supplier's workforce understand the terms of their employment, and London Security Services (LSS) prohibits suppliers from withholding or destroying employee identity or immigration documents, passports or work permits.

### **Fair Compensation**

London Security Services (LSS) must compensate employees equitably and competitively relative to the industry and labour market and in accordance with the terms of applicable collective bargaining agreements. London Security Services (LSS) must comply with applicable minimum wage, wage payment, work hours, overtime and benefits laws.

### **Freedom of Association and Collective Bargaining**

The Trade Union Act 2016 (the “Act”) provides that employees, as defined by the Act, have the right to choose whether to form and join trade unions. London Security Services (LSS), its employees, and its suppliers must ensure that the rights of eligible employees to choose whether to be a member of a trade union and to bargain collectively as permitted by the Act are not unlawfully interfered with or restricted.

London Security Services (LSS) must pursue constructive relationships and bargain in good faith with labour unions that represent employees.

### **Anti-Discrimination and Harassment**

London Security Services (LSS) is committed to a work environment free from discrimination, harassment, and retaliation, and to providing equal employment opportunities to all applicants and employees regardless of race, colour, religion, gender, age, national origin, ethnicity, marital status, sexual orientation, gender identity or expression, disability, or military status.

London Security Services (LSS), its employees, and its suppliers strive to:

- Provide equal employment opportunities to all applicants and employees.
- Maintain workplaces free from harassment or discrimination toward employees, applicants for employment, customers, or any other individuals who visit or conduct business with London Security Services (LSS) or its suppliers.
- Provide reasonable accommodations to a qualified employee or applicant with a disability, to a pregnant employee or applicant, or to an employee or applicant for their sincerely held religious beliefs or practices, where the reasonable accommodation would enable the employee or applicant to perform the essential functions of their job or to have an equal opportunity to be considered for a job.

### **Diversity, Equity and Inclusion**

At London Security Services (LSS), diversity, equity, and inclusion are fundamental values. Our commitment to human rights is reinforced by our diversity, equity, and inclusion practices because a diverse, equitable and inclusive culture values human rights and empowers our employees to protect human rights and report concerns.

London Security Services (LSS) endeavours to reflect the diversity of the communities we serve and to cultivate a workplace that provides each employee with respect and the opportunity to grow and contribute at their greatest potential. Through our diverse business empowerment initiatives, London Security Services (LSS) is focused on supporting and expanding equitable opportunities for minority, women, disabled, veteran/service-disabled veteran, and LGBTQ-owned business enterprises.

### **Safe and Healthy Workplace**

At London Security Services (LSS), dedication to health and safety is a fundamental value; our efforts to ensure a healthy and safe workplace reinforce our commitment to human rights. London Security Services (LSS), its employees, and its suppliers strive to:

- Operate all aspects of business in a manner that protects the safety and health of employees, contractors, customers, and the general public.
- Provide and use the resources needed to maintain safe and healthy workplaces.
- Identify and take reasonable measures to eliminate or mitigate potential workplace hazards.
- Provide safety information to all employees to educate, train, and protect them from workplace safety hazards.
- Ensure all employees are trained and empowered to stop work anytime that unsafe conditions or behaviours are observed until the job can be completed safely.
- Take action to prevent acts of violence, threats, and physical intimidation in the workplace.

## **Implementation**

Trust, transparency, and accountability support London Security Services (LSS)'s commitment to human rights. London Security Services (LSS) and its employees must abide by London Security Services (LSS)'s Code of Business Conduct, our foundation for making effective, ethical business decisions and for identifying situations that may raise legal and ethical issues. London Security Services (LSS)'s suppliers must meet the expectations of London Security Services (LSS)'s Supplier Code of Conduct and contract terms and conditions.

## **Transparency and Governance**

London Security Services (LSS) seeks to identify, manage, and prevent violations of this policy. Anyone can report a human rights concern through the options listed below:

- Management
- Leadership
- Human Resources
- The Compliance & Ethics Office
- Legal Department
- Internal Audit

London Security Services (LSS) must take any report concerning human rights seriously, no matter how the report is received. Our procedures are designed to promptly review and resolve each issue, as well as routinely monitor and report as necessary.

Should we identify adverse human rights impacts resulting from our business activities, London Security Services (LSS) is committed to the mitigation or fair and equitable remediation of those

adverse impacts. London Security Services (LSS) must also seek to promote access to remediation where we are linked to those adverse impacts through our relationships with third parties.

Effective human rights practices are contingent on employee awareness and execution. London Security Services (LSS) must conduct trainings and issue communications to build awareness of the

Company's values and business practices. London Security Services (LSS) employees are required on an annual basis to review and commit to following London Security Services (LSS)'s Code of Business Conduct.

#### London Security Services (LSS) Corporate Policy References

Many of London Security Services (LSS)'s commitments to human rights as described in this policy are embedded into other relevant policies and statements, which are instrumental in managing our overall approach to human rights, including:

- Code of Business Conduct
- Supplier Code of Conduct
- Safety Policy
- Equal Employment Opportunities Policy
- Workplace Accommodations Policy
- Policy Against Discrimination, Harassment and Retaliation
- Policy Against Sexual Harassment
- Environment Policy
- Environmental, Health and Safety Audit Program
- Corporate Compliance Program
- Anti-Bribery and Anti-Corruption
- Reporting Potential Violations of the Code of Business Conduct
- Investigating and Resolving Alleged Violations of the Code of Business Conduct

#### Applicability

London Security Services (LSS) corporate policies are expressions of our values and intentions. London Security Services (LSS) is also subject to extensive legal requirements and regulatory approvals, and all our actions in furtherance of this policy must be carried out in compliance with applicable law and regulatory approvals.

#### **RECRUITMENT POLICY**

- At London security services (LSS) It is the policy of The Company to recruit the best person for each vacancy, regardless of marital status, sex, sexual orientation, race, religion, creed, age or disability.

- The employment of relatives in a management/subordinate relationship is only permitted with the written consent of a Senior Line Manager.

### **Whistleblowing POLICY**

- London Security Services (LSS) is committed to the highest possible standards of openness, probity, and accountability. In line with that commitment, we expect workers, and others that we deal with, who have serious concerns about any aspect of LSS work to come forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis.
- This policy document makes it clear that you can do so without fear of victimisation, subsequent discrimination, or disadvantage. This Confidential Reporting Policy is intended to encourage and enable workers to raise serious concerns within LSS rather than overlooking a problem.
- The policy applies to all LSS employees (temporary, permanent, part time and full time) and any agency staff or consultants undertaking Company work. It also applies to those contractors working for LSS on Company premises, for example, agency staff, builders, and drivers. It also covers suppliers and those providing services under a contract with LSS Security in their own premises, for example, care homes.



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