

SF- Group

Conformance Statement

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Statement of Applicability

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SF is a multinational company with regional expertise which protects our clients and their assets globally.

SF has adopted and implemented various policies as part of our internal process to develop and maintain our compliance. This includes our, mission, code of business and general conduct policy which is communicated to all our employees and consultants and is central to our objectives and operations. SF has also implemented a Human Rights Policy, which has at its core, the management process and procedure to ensure all personnel working on our behalf and along our supply chain conduct security operations consistent with the principles for the respect of human rights. SF has also been a member of UN Global Compact since June 2013.

SF has made both the Human Rights Policy and Code of Business Conduct policy online at our website www.salamafikira.com

Also in accordance to the requirements of the UK Modern Slavery Act 2015, SF management attach the highest importance to respect for human rights and are committed to conforming to applicable international humanitarian laws SF are committed to carry out a Human Rights Risk Assessment as part of the framework of our security operations management system and will conform to the following provisions:

- International Code of Conduct for Private Security Service Providers
- Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies during Armed Conflicts
- Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework 2011
- And any other applicable internationally recognised human rights commitments

SF makes sure formal vetting procedure to make sure that the recruitment process is that of international standard. Only individuals with the appropriate competence, qualifications, skills and experience are employed for operations across the company. As part of the recruitment process SF makes sure that all employees and contractors are provided with the necessary inductions and any other further training and employment processes. The same procedure is taken when we are subcontracting suppliers who will form part of our supply chain. Company policies ensure that everyone who is employed is remunerated fairly and the culture in the office is that everyone is treated with respect and dignity. If staff members have carried out an act of harassment or bullying against a fellow employee then he or she will be the subject of disciplinary action.

As part of its obligations to the Montreux agreement, ICOC and its own internal standards, SF will only work with clients and projects that also conform to the above standards. As part of its risk management process, SF will always conduct the correct due diligence on all its subcontractors, agents and representatives before entering into any commercial agreements. The same process is also used when preparing any of our operations the necessary threat assessments are conducted to assess the level of risk.

SF has integrated its quality 9001:2015 and 45001:2015 OHSAS into the management of its 18788:2015 and ISO 28007:2015 systems. This ensures that SF can maintain the safety of its employees and consultants, its clients and any communities where our operations will be running. SF has an HSSE department that is committed to ensuring that as a company we uphold to all international standards, local compliance laws and HSSE regulations. In the same way SF will uphold HSSE regulations we also maintain our security operations through our quality management system. This includes detailed processes and procedures which have been communicated across the company in our day to day work. These processes enable us to recruit, train, import and maintain all our equipment and assets whilst on security tasks and projects. The quality systems are regularly audited and reviewed to make sure that we maintain the best quality of service and ensure continual improvement.

SF have also got procedures in place to make sure that incident management plans and business continuity structures are in place and rehearsed in case of real life emergency's.

If any of our employees or consultants need to raise a complaint, concern or grievance they are encourage to report this through our whistle-blower policy for example a human rights abuse or a breach of the ICOC.

This document will be made available and communicated internally and externally to all relevant stakeholders and interested parties. It will be maintained and reviewed from time to time by top management to ensure its continued applicability and compliance to any new applicable statutory requirements.

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All the sections of the ISO Standard 18788 are applicable apart from:

8.3.6 *Use of Force in support of law enforcement*

Salama Fikira does not support law enforcement activities.

8.5.1 *Law Enforcement Support*

Salama Fikira does not support law enforcement.

8.5 *Operations in Support of Law Enforcement*

Salama Fikira does not carry out operations in support of Law Enforcement.

Signed:

A handwritten signature in blue ink, appearing to read 'Crispin Kennedy'.

Crispin Kennedy
Chief Operating Officer
SF Group
22 July 2024