

# Human Rights Policy

Version	Date
V1	December 2025

## 1. Purpose

Magnum Security Services is committed to respecting and supporting internationally recognized human rights across all our operations and business relationships. This Human Rights Policy sets out our commitments, expectations, and management approach to:

- Respect the dignity and rights of all people affected by our services (employees, contractors, clients, visitors, and the public).
- Prevent, identify, and address human rights risks and impacts associated with private security services.
- Align our practices with leading international standards, including the UN Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), and ILO Core Labour Conventions.

## 2. Scope

**This policy applies to:**

- All Magnum Security Services employees, management, and Board members.
- All subcontractors, temporary staff, consultants, and any personnel working under Magnum supervision or in Magnum uniforms.
- All sites and client locations where Magnum provides services.
- Business partners and suppliers where relevant, through contractual requirements and supplier standards.

## 3. Policy Statement

**Magnum Security Services will:**

- Respect human rights and avoid infringing on the rights of others.
- Seek to prevent or mitigate adverse human rights impacts directly linked to our operations, services, or business relationships.
- Provide safe, lawful, and professional security services while treating all people with dignity, fairness, and respect.

## 4. Commitments and Standards

### 4.1 Non-Discrimination and Equal Opportunity

We do not tolerate discrimination, harassment, bullying, or abusive behavior. Employment decisions (recruitment, assignments, promotion, training, compensation, and termination) must be based on merit and legitimate business needs, and must comply with applicable laws and company policies.

#### **4.2 No Forced Labor, Human Trafficking, or Modern Slavery**

All work must be voluntary. Magnum prohibits forced, bonded, or involuntary labour, including any form of human trafficking.

We will not:

1. Retain or confiscate identity documents.
2. Charge recruitment fees to workers (directly or indirectly).
3. Restrict freedom of movement unlawfully or use threats, intimidation, or coercion.

#### **4.3 No Child Labour**

We do not employ individuals below the minimum legal working age. Age verification must be conducted during recruitment and onboarding in line with applicable laws and company procedures.

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

We respect the right of employees to form, join, or refrain from joining lawful associations and to engage in collective bargaining in accordance with applicable law. We prohibit retaliation or discrimination against employees for exercising these rights.

#### **4.5 Fair Wages, Working Hours, and Humane Treatment**

Magnum is committed to fair compensation, transparent employment terms, and reasonable working hours in compliance with applicable laws. We prohibit any form of inhumane treatment, including physical punishment, threats of violence, degrading treatment, or verbal abuse.

#### **4.6 Health, Safety, and Welfare**

We are committed to providing a safe and healthy working environment, including appropriate training, protective equipment where required, and safe site conditions. Managers must identify hazards, implement controls, and promote a safety culture.

#### **4.7 Privacy and Data Protection**

We respect the right to privacy. Personal data must be collected and processed only for legitimate purposes, with appropriate security and confidentiality. Monitoring tools (e.g., CCTV) must be used responsibly and in line with company policy and applicable laws.

#### **4.8 Responsible Security Practices and Use of Force**

As a private security services provider, Magnum recognizes heightened responsibility to protect people from harm. We require:

- Professional conduct at all times and respectful interaction with the public.
- Use of force only when lawful, necessary, and proportionate, consistent with Magnum procedures and applicable standards.
- Immediate reporting, escalation, and review of any incident involving force, injury, or alleged abuse.

## 5. Human Rights Due Diligence

Magnum implements human rights due diligence to identify, prevent, mitigate, and account for how we address human rights impacts.

### 5.1 Risk Assessment

**We assess human rights risks:**

- During onboarding of new clients and at contract renewal (site and service risk).
- When engaging new subcontractors or suppliers (screening and compliance checks).
- Following significant incidents, complaints, or material operational changes.

### 5.2 Integration Into Operations

**Human rights requirements are integrated through:**

- Contracts and service instructions (including expectations on humane treatment and lawful conduct).
- Training and supervision of guards and supervisors.
- Incident reporting, investigation, and corrective actions.

### 5.3 Monitoring and Continuous Improvement

We monitor compliance through supervision, audits, performance reviews, and analysis of incidents and grievances. Where gaps are identified, we implement corrective and preventive actions.

## 6. Grievance Mechanisms and Reporting

Anyone (employees, contractors, clients, visitors, or members of the public) may raise concerns or report suspected human rights violations connected to Magnum operations.

### 6.1 Reporting Channels

Reports can be made through:

- Integrity Hotline (confidential reporting).
- HR Department.
- Line Manager / Site Supervisor.
- Client escalation channel (where contractually agreed).

### 6.2 Non-Retaliation and Confidentiality

Magnum prohibits retaliation against anyone who reports concerns in good faith or participates in an investigation. We handle reports discreetly and share information only on a need-to-know basis.

### 6.3 Investigation and Remedy

All allegations will be assessed promptly and investigated fairly. Where wrongdoing is confirmed, Magnum will take appropriate actions, which may include:

- Immediate risk controls to protect people from harm.
- Disciplinary action (up to termination), contract termination, or referral to authorities where required.
- Remediation measures such as apologies, restitution, medical support facilitation, or other corrective actions as appropriate and lawful.

## 7. Roles and Responsibilities

### 1. Board / CEO / Managing Director

Provide oversight and endorse this policy.

Ensure adequate resources for implementation.

### 2. HR & Compliance

Maintain this policy, provide training content, and support investigations.

Ensure recruitment and employment practices align with human rights standards.

### 3. Operations Management and Site Supervisors

Implement this policy at all sites, supervise conduct, and enforce standards.

Ensure incident reporting and immediate escalation for serious allegations.

### 4. Procurement / Supplier Management

Integrate human rights clauses into contracts and conduct supplier screening where appropriate.

### 5. All Employees and Contractors

Treat all people with respect, report concerns, and cooperate with investigations.

Follow operational instructions, lawful orders, and Magnum policies at all times.

## 8. Training and Awareness

Magnum will provide human rights awareness training as part of onboarding and refresher training programs, with role-based modules for security personnel and supervisors. Training topics include:

- Human rights basics and expected conduct.
- Non-discrimination and prevention of harassment.
- De-escalation, conflict management, and responsible use of force.
- Reporting obligations and whistleblower protection.

## 9. Supplier and Subcontractor Requirements

Suppliers and subcontractors must respect human rights and comply with applicable laws and Magnum requirements, including:

- Prohibition of forced labor, child labor, and discrimination.
- Safe working conditions and fair employment practices.
- Cooperation with audits or assessments where requested.

Material or repeated violations may lead to corrective action requirements, suspension, or termination of the business relationship.

## 10. Compliance and Disciplinary Measures

Failure to comply with this policy may result in disciplinary action up to and including termination of employment or contract, and may be referred to competent authorities where legally required.

## 11. Definitions

**Human Rights:** Basic rights and freedoms to which all people are entitled, including those set out in the UDHR and core labor rights recognized by the ILO.

**Grievance Mechanism:** A formal or informal channel through which stakeholders can raise concerns and seek resolution, including the Integrity Hotline and HR channels.

**Retaliation:** Any adverse action taken against a person for raising a concern in good faith or participating in an investigation.

## 12. Related Documents

Code of Conduct.

Grievance Policy and Procedure.

Integrity Hotline Policy.

Recruitment Policy.

Diversity and Inclusion Policy.

Supplier Code of Conduct / Ethical Sourcing Policy.

## Acknowledgment

All employees and contractors are required to comply with this policy as a condition of employment or engagement. Managers and supervisors are responsible for ensuring this policy is communicated and implemented at all locations.