



POLICY STATEMENT FOR EQUAL OPPORTUNITY

G4S Secure Solutions (USA) Inc. is an Equal Opportunity/Affirmative Action employer. Each year a revised Affirmative Action Plan reasserts our continuing policy to recruit, employ, promote and ensure that all personnel actions are made without regard to race, religion, color, sex, age, national origin, disability, veteran status, ancestry, medical condition, marital status, sexual orientation, gender identity, genetic information or other factors protected by applicable law. Our commitment is to equal treatment for all. G4S will take will take affirmative action to ensure that applicants are provided equal opportunity for employment, and that employees are treated equal during employment. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Plan also lists past accomplishments and sets future goals.

We must ensure that our policies impose only valid requirements and do not exclude capable persons either intentionally or unintentionally. We are committed to providing equal access to training, including management. We must continue to base decisions on employment, promotions and other personnel matters so as to further the principle of Equal Employment Opportunity and to provide leadership and support to public and private community programs dedicated to the achievement of Equal Employment Opportunity objectives. Any employee who holds a supervisory position will be evaluated with respect to their performance regarding Equal Employment Opportunity and Affirmative Action.

G4S Secure Solutions (USA) Inc. upholds all national and state civil rights laws. Additionally, we recognize and value the importance and diversity of each of our employees and support the various cultures within the workplace. G4S Secure Solutions (USA) Inc. is dedicated to fostering an environment which respects the dignity, rights and contributions of its employees.

If you have any questions regarding Equal Employment Opportunity or Affirmative Action, you may contact the Company's Human Resources department or the Company's Vice President of Diversity & Inclusion at our Corporate Headquarters in Jupiter, Florida. Locally, you may also choose to speak to your Field Manager about these issues.

I ask each of you to be alert to indications of lapses in Equal Opportunity anywhere in the Corporation. Be aware that national and state laws protect minorities, females, the disabled, the older workers veterans and individuals on the basis of sexual orientation and gender identity. We uphold those laws and we are firmly committed to maintaining a posture of Equal Opportunity for all. Accordingly, a copy of the Affirmative Action Plan is available for review in this office upon your request during normal business hours (8:30am to 5:00pm, Monday through Friday). I urge you to join me in my pledge to provide Equal Opportunity in all our operations. Your cooperation and support are essential.


Drew Levine
President

1/4/18
Date