



POLICY STATEMENT FOR COVERED VETERANS

It is the policy of G4S Secure Solutions (USA) Inc. to employ and advance in employment qualified disabled veterans, recently separated veterans, other protected veterans, and Armed Forces Service Medal veterans in accordance with their qualifications. Accordingly, our Affirmative Action Plan, revised and rewritten yearly, shall underscore our commitment. Legislation governing our Plan is 38 U.S.C. 4212, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

G4S Secure Solutions (USA) Inc. hereby asserts its continuing commitment to recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to special disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, Armed Forces service medal veteran status; and ensure that all employment decisions are based only on valid job requirements.

If you would like to be considered under our Affirmative Action Program and consider yourself one of the following: disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, Armed Forces service medal veteran, please contact your Field Manager and/or Corporate Human Resources for the appropriate form. This information will be kept confidential and, in accordance with the law, will be used solely for Affirmative Action purposes.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for special disabled veterans, Vietnam era veterans, disabled veterans, newly separated veterans, recently separated veterans, other protected veterans, or Armed Forces Service Medal veterans; (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, Armed Forces service medal veterans; or (4) Exercising any other right protected by VEVRAA or its implementing regulations in this part.

Patricia B. Marmon is responsible for implementing the company's Equal Employment Opportunity/Affirmative Action Policy and Affirmative Action Plan. Managers throughout the Corporation shall be responsible for adhering to the plan.

A copy of the Affirmative Action Plan is available for review in this office upon your request during regular working hours (8:30am to 5:00pm, Monday through Friday).


Drew Levine
President

1/4/18
Date