



G4S original publication date: 2018  
Ligue rewrite release date: 2018

## **Health and Safety of Employees Comes First**

Setting a global standard in our industry

**Our approach builds on a firm foundation of setting and meeting minimum standards, with a strong ethical focus to protect employees and people we interact with, and a commitment to integrating good practice into the organization at every level**

### **In brief**

The pre-requisite for achieving zero harm is a positive Health & Safety culture in the workplace. It reflects that **“we are passionate about safety, security and service excellence“**.

### **What minimum standards and actions do we promote**

- Business Leaders commit to safety improvement plans for their area of accountability= > visible leadership
- Comply with country-specific laws, G4S Health & Safety standards and site specific rules => rigorously enforce these standards
- Monitor health and safety KPIs and provide reports on any serious incidents, as well as those which have the potential to be serious. = > Apply the learnings.
- Formally review account-specific health and safety performance and engage our clients= > Improve on incremental basis.
- Maintain proactive communication and consultation with employees on matters of health and safety. => Keep awareness level high
- Ensure ongoing health and safety training for all personnel to include general topics and account specific topics => demonstrate a high interest of the organization

### **How to translate it into your own operations**

Health and safety is integrated into all the company's activities through both general and specific responsibilities of all involved. The health and safety performance of the organization is reviewed on a monthly basis by all levels of the company. This drives improved performance and demonstrates that health and safety is a value of the organization.

This has to be supported by specific actions in operations.

1) Implement minimum controls

A minimum level of risk management is required for all of the sites, which prioritises the issues which are common in the industry. This is supported by a companywide assurance programme.

2) Promote Road Safety

As it is a critical risk area, all operations need to ensure that the minimum requirements are met for the use of vehicles and motorcycles. The Golden Rules, which cover items such as seatbelt use, speeding and vehicle inspection, are strictly enforced. This is supported by country specific improvement programmes, for example to reduce motorcycle accidents through improving their visibility.

3). Train employees at all levels

All employees are trained on basic health and safety awareness as well as site specific safety requirements. Management receives training on their role in leading health and safety performance in the company, as well as on G4S's requirements.

4) Communicate about safety and how it matters to your company

Health and safety must be a regular topic of all relevant briefings and meetings. It shall cover safety topics and information relevant to the operation.

- Safety briefs, which address particularly using site specific real situations.
- Safety committees and other forums where employees are consulted
- Lessons from incidents which have happened and how to avoid them being repeated

### **Learnings**

- Continuing to build health and safety capabilities among the International Security Ligue members will help to protect our employees and serve our clients.
- Health and safety requires constant focus and attention at all levels in the organisation; if you lose your passion for it, the risk of an incident or accident immediately increases. Therefore, one must never let one's attention drift.
- Tracking incidents which have the potential in resulting in accidents will focus the attention of all involved and will help to prevent the next person from being hurt.