 <b>FIRST CALL</b> <small>SAFETY &amp; SECURITY SERVICES LLC</small>	<b>HUMAN RIGHTS POLICY</b>		
<b>Doc. Code: FC-PL-02</b>	<b>Version : 4.0</b>	<b>Version Date : 28/01/2026</b>	<b>Page 1 of 3</b>

## HUMAN RIGHTS POLICY

At First Call our commitment to human rights and international law is fundamental to our business operations and is upheld in all our endeavors. This policy statement serves as a direct extension of our dedication to establishing good workplace practices and a secure, respectful environment for all individuals.

We are guided and governed by our adherence to a comprehensive set of international standards and principles:


- The Universal Declaration of Human Rights.
- ISO 18788:2015 (Management System for Private Security Operations).
- The Voluntary Principles on Security and Human Rights.
- The Montreux Document.
- The UN Human Rights Council's Guiding Principles on Business and Human Rights.
- The International Code of Conduct for Private Security Providers (ICoCA).

This policy applies to all operations within the direct control of First Call, including all employees, contractors, suppliers, and partners providing services on our behalf.

### **Our Core Commitments**

#### **Non-discrimination & Fair Employment**

We have a zero-tolerance policy against discrimination in any form and provide our employees with equal career opportunities regardless of race, religion, or gender. We operate in full compliance with all applicable wages, work hours, overtime, and benefits laws. Our employees have the right to work in an environment of mutual trust and respect, where everyone is treated fairly.

 <b>FIRST CALL</b> <small>SAFETY &amp; SECURITY SERVICES LLC</small>	<b>HUMAN RIGHTS POLICY</b>		
<b>Doc. Code: FC-PL-02</b>	<b>Version : 4.0</b>	<b>Version Date : 28/01/2026</b>	<b>Page 2 of 3</b>

### **Health, Safety, and Workplace Security**

We are dedicated to maintaining a productive workplace and strive to prevent job-related injuries and illnesses, with the goal of zero fatalities. We aim to provide a safe and respectful workplace environment that is free from violence, harassment, humiliation, and intimidation of any nature.

### **Prohibited Actions**

In full compliance with international law, the following actions are strictly prohibited and will result in disciplinary action, up to and including termination of employment:

- Engaging in or benefiting from torture, cruel, or degrading treatment of people.
- Engaging in or benefiting from sexual exploitation, violent sexual crime, prostitution, rape, or sexual harassment.
- Engaging in or benefiting from forced labor, slavery, or the use of child labor.
- Engaging in or benefiting from human trafficking of adults or children.
- Discriminating against any person on the grounds of race, color, sex, religion, disability.

### **Our Management System & Accountability**


Our commitment to human rights is embedded in our management system, which includes ongoing risk assessment and a comprehensive grievance procedure.

### **Risk Assessment**

All risk assessments will include an evaluation of the potential for the company's activities to directly or indirectly contribute to human rights abuse or escalate conflict, especially in high-risk projects or conflict-affected areas.

### **Grievance Mechanism**

We provide a fair and transparent process for addressing and resolving all grievances, including those related to human rights and ICoCA violations. Individuals can report grievances

 <b>FIRST CALL</b> <small>SAFETY &amp; SECURITY SERVICES LLC</small>	<b>HUMAN RIGHTS POLICY</b>		
<b>Doc. Code: FC-PL-02</b>	<b>Version : 4.0</b>	<b>Version Date : 28/01/2026</b>	<b>Page 3 of 3</b>

to their supervisor, Human Resources, or a designated grievance officer. We prohibit retaliation against any individual who files a grievance in good faith.

#### **Authority and Responsibility**

The ultimate responsibility for ensuring our human rights performance lies with the Managing Director. All employees are responsible for upholding this policy and must report any credible allegations of human rights infringements associated with the company's or a client's activities.

We expect all employees and stakeholders to comply with this Human Rights Policy.

Date: 28/01/2026

Chairman\CEO