

	<b>SAFETEC SECURITY LTD</b>	Doc. No. <b>SSL/POL/002</b>	
	<b>Safetec Security Code of Conduct</b>	Effective Date: 30/01/2025	
		Rev: 00	Issue No. 01

## 1. Purpose

The purpose of this Code of Conduct is to establish ethical and professional standards for all Safetec Security personnel. It ensures that employees, contractors, and agents operate with integrity, respect human rights, and comply with legal and contractual obligations while upholding professionalism in security services.

## 2. Core Principles

### 2.1 Respect for Human Rights

- I shall treat all individuals with dignity and respect, regardless of race, gender, religion, or nationality.
- I shall not engage in torture, inhumane treatment, or arbitrary detention.
- I shall respect the rights of vulnerable groups, including women, children, and persons with disabilities.

### 2.2 Use of Force

- I shall only use force as a last resort, ensuring it is proportionate, necessary, and lawful.
- I shall report any use-of-force incident immediately through official channels.

### 2.3 Prohibition of Harassment and Exploitation

- I shall not engage in or tolerate sexual harassment, abuse, or exploitation.
- I shall not participate in child labor or human trafficking in any form.

### 2.4 Non-Discrimination and Equal Treatment

- I shall ensure a workplace free of discrimination and provide fair treatment to all individuals.

### 2.5 Confidentiality and Privacy

- I shall protect the client and company confidential information and not disclose sensitive data.

## 3. Professional Conduct and Reporting

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### 3.1 Compliance with Laws and Regulations

- I shall comply with national and international laws governing private security operations.
- I shall not engage in bribery, corruption, or abuse of power.

### 3.2 Reporting Violations

- I shall report any suspected human rights violations or breaches of this Code through Safetec's confidential reporting system.
- I understand that whistleblowers will be protected from retaliation.

### 3.3 Conflicts of Interest

- I shall not accept gifts, favors, or benefits that could influence professional decisions.

### 4. Disciplinary Actions

- Violations of this Code will result in disciplinary action, including warnings, suspension, termination, or legal prosecution.
- Serious violations may be reported to authorities.

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I, the undersigned, acknowledge that I have read, understood, and agree to comply with the Safetec Security Code of Conduct. I understand that failure to adhere to this Code may result in disciplinary action.

<b>Name:</b>	<b>Sign:</b>	<b>Date:</b>
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#### Supervisor

<b>Name:</b>	<b>Sign:</b>	<b>Date:</b>
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#### Review & Approval

- **Approved by:** Managing Director, SAFETEC SECURITY LTD

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W. S. S.