



IDG Group DMCC

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SECURITY POLICY

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SECURITY POLICY

1. Scope

IDG's Security Policy seeks to ensure that we deliver the following:

The worldwide delivery and management of integrated security and risk management solutions.

The policy applies to all **personnel**, whether employees or contractors. It applies to all **activities** whether they are 'core' security or the supporting and enabling activities needed to make the business work. It applies in all **locations** and all **times**.

2. Overview

IDG seeks to ensure the safety and well-being of our clients, our people, and those among whom we work. Our governance systems, management processes and managers all work toward the simple aim of ensuring this. We aim to 'pull together' to ensure everyone works and lives in a system that safeguard their health and their safety.

IDG was founded on strong moral and ethical principles centred on our Code of Conduct, and Vision and Ethos, described in detail in the relevant policies. We respect human rights, international and local law, and have put in place a range of guidance and best practice that ensures we work responsibly.

Our vision (set out in detail in the *Vision and Ethos Policy*) has two parts. We wish to be internationally recognised for:

- **Working under the very best ethical and moral standards**
- **Being a market leading provider of risk management services.**

A strong ethical and moral base for the company is critical to achieving sound security solutions. The first principle of our Vision and Ethos is paramount to achieving the second.

3. Commitment to Security

To ensure that we are providing the best possible security, IDG makes several commitments.

Our approach to providing security has the following characteristics:

- We communicate our company vision. Through our leadership and management, we promote unity, purpose, and direction in order to achieve our mission
- The highest standards of professionalism at all levels. This not only means our conduct but also the training and operational delivery across the business



- Our interactions with our clients are open, honest, and professional. We ensure strong communication at all levels with our clients and their respective organisations, ensuring the development of trust. We do not seek to be their friends, but we absolutely seek to be their trusted partner and ally in ensuring security. We will ensure, through open and trustworthy communications, that we are able to balance the competing demands of meeting (and exceeding) client expectations in the wider context of our people, our stakeholders, and our community
- We work with all suppliers, subcontractors, and other stakeholders to ensure a clear understanding of our ethical and professional approach and standards, to develop alliances that develop trust and respect, and improve performance
- We support the communities in which we operate and adhere to government employment law and practices
- We treat all our people well, giving them everything to which they are entitled and ensuring their well-being, health safety and morale. We understand and recognise that they are the lifeblood of our business
- We believe in social responsibility and encourage similar behaviour in our employees and suppliers
- We gather and collate metrics to measure our performance in all areas. Our aim is to continually improve effectiveness and efficiency through performance reviews,
- We adhere to and comply with the highest international standards:
 - Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies during Armed Conflict (09/2008)
 - International Code of Conduct for Private Security Service Providers (ICoCA) (11/2010), including membership of ICoCA
 - Guiding Principles on Business and Human Rights; Implementing the United Nations “Protect, Respect and Remedy” Framework (2011).

