




ALSS-Human Right Policy

Document No : ALSS-HR-013-Human Right Policy

Date : 15th Aug 2025

Document Control

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HUMAN RIGHTS POLICY

1.0 Commitment on Human Rights

AL SHAHER SECURITY SERVICES or ALSS is committed to fulfilling its responsibilities on human rights in all of its operations and activities by applying the **United Nations Guiding Principles on Business and Human Rights**.

ALSS understands human rights to refer to internationally recognized human rights – understood, at a minimum, as those expressed in the **International Bill of Human Rights** and **International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work**.

- The Universal Declaration of Human Rights (1947)
- The International Covenant on Civil and Political Rights (1966)
- The International Convention on Economic, Social and Cultural Rights (1966)
- The International Labor Organization Declaration on Fundamental Rights at Work (1998)

As a provider of private security services, ALSS recognizes that the core of our services is centred on:

- The rights to life and security of person
- The right to own property
- The right to freedom of movement


2.0 Framework

ALSS recognizes the **UN Guiding Principles on Business and Human Rights** as the reference framework that guides its commitment to respect human rights.

ALSS will work to apply the guidance within this framework, and to continually improve on its application. Furthermore, ALSS will seek to achieve these commitments through the application of industry-specific codes, standards, and best practices, related to the provision of security and human rights.

ALSS has long recognized and supported the **Voluntary Principles on Security and Human Rights**, as they relate to the extractive industry, and has applied the commitments in the delivery of its services in support of its clients’ commitments.

ALSS is seeking to be audited compliant with the **PSC.1 – 2022 Management System for Quality of Private Security Company Operations**.

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ALSS’s commitment to respecting human rights wherever we operate is embodied in our **Operational Management System** and our **Business Code of Conduct and Ethics Code**.

This document should be read in conjunction with the **Code of Ethics** and **Anti-Bribery and Anti-Corruption policy**.

Other relevant policies include:

- Use of Weapons
- Human Resources and Dignity at Work
- Subcontractor Management
- Whistleblowing
- Third-Party Complaints

3.0 Approach

ALSS’s overall approach to respecting human rights can be summarized as:

Recognize, Respond, Improve, and Communicate.

This approach incorporates the commitments and process contained in the Framework documents identified above.

Recognize:

ALSS will implement an iterative process that seeks to understand:

- The contexts in which it delivers services
- The nature of its services
- For whom it delivers services and from whom it contracts services


This is to assess its potential and actual adverse impact on human rights.

Understanding these factors will enable ALSS to engage in its risk assessment and management process, as required by PSC.1, with the integration of human rights as a core risk consideration.

To create and support the company-wide process of respecting human rights, ALSS will adopt common language to facilitate a common understanding.

ALSS understands that:

- **Potential adverse impacts on human rights** as RISKS – impacts to the enjoyment of human rights created by delivering services within a context of Human Rights Risk.

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- **Actual adverse impacts on human rights** as the realisation of the identified Risk – when activities related to ALSS’s services impact the enjoyment of human rights: Human Rights Impact.
- **Human rights due diligence** as the combined process of applying ALSS’s Human Rights Policy, and recognizing, responding, improving-on, and communicating its commitment and activities in respecting human rights; through the application of the identified codes and standards.

Respond:

The process of preventing the continued, or reoccurrence of a human rights impact, with the objective of returning the impacted individual(s) to a situation enjoyed prior to the human rights impact.

Through the operation of its management process and application of **Security Operations Management System (SOMS)**,

ALSS will identify the human rights risk and impacts created by the delivery of its services.

ALSS will respond to the identified human rights risks by enacting mitigation activities that reduce or remove the human rights risks due to the delivery of its services.

ALSS will also enact monitoring and reporting in order that the effectiveness of the mitigation can be measured.

When ALSS identifies human rights impacts due to the delivery of its services, it will remedy the impact.

Improve:


Through the development and application of its human rights due diligence, ALSS will continually enhance its institutional capacity and memory on respecting human rights.

Whilst individual managers hold responsibility for identifying and enacting a process of continued improvement, the **Human Rights Committee** is the corporate-level mechanism to ensure that ALSS achieves continued improvements on realizing its commitments to human rights.

Communicate:

ALSS will establish effective and recurrent communications with external stakeholders in order to understand their perceptions, values, needs, and interests, and incorporate the understanding gained within the approach to ‘Recognise’ human rights risk and impacts.

Records will be kept of decisions to communicate with external stakeholders as well as the actual communications with external stakeholders.

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ALSS will establish procedures to communicate to all persons working on its behalf its commitment to respect human rights.

This will include policies, procedures, and recurrent training of personnel.

The training of personnel will include their responsibilities to report their understanding of human rights risk and impacts, caused by ALSS and its external stakeholders.

ALSS's communications on its human rights commitments will include:

- Establishing internal and external grievance mechanisms and procedures
- Facilitating managers' ability to 'Recognize' human rights risk and impacts
- 'Respond and Improve' ALSS's realization of its human rights commitments

ALSS has established an internal Whistle-blower mechanism and procedures to facilitate the anonymous reporting of human rights risk and impacts in support of managers' ability to 'Recognize' human rights 'Risk' and 'Impacts', and 'Respond and Improve' ALSS's realization of its human rights commitments.

4.0 Human Rights Policy Group

ALSS's human rights policy group will convene every six months to undertake a comprehensive review of all human rights procedures within the company.

The policy group also consists of the **OCC** and a representative from key departments.

5.0 ALSS Employees


Seek advice from their line manager in cases of uncertainty about applying any aspects of this policy.

Record any credible allegations of human rights impacts that are – or could be seen to be associated with the activities of ALSS or a client.

This includes credible allegations involving public or private security providers guarding the facilities of ALSS or its clients.

Consult their line manager if they:

- Encounter any credible allegations of human rights impacts that are – or could be seen to be associated with activities of ALSS or a client

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Consult a representative of the **Human Rights Committee** in confidence if they are unable to speak to their manager, if they:

- Encounter any credible allegations of human rights impacts that are – or could be seen to be associated with activities of ALSS or a client
- Make an anonymous report (see Whistleblowing Policy) if they do not want to be identified and:
 - Encounter any credible allegations of human rights impacts that are – or could be seen to be associated with activities of ALSS or a client

All employees have a responsibility to report to line managers, known or reasonable suspicion of the commission of any of the following international crimes:

- War crimes
- Crimes against humanity
- Genocide
- Torture
- Enforced disappearance
- Forced or compulsory labor
- Hostage-taking
- Sexual or gender-based violence
- Human trafficking
- The trafficking of weapons or drugs
- Child labor
- Extrajudicial, summary or arbitrary executions


Managers made aware of reports of any of the international crimes above should report them to a member of the Human Rights Committee.

6.0 Operation Coordination Centre

Update the **Human Rights Committee** on human rights risks and impacts identified, and the measures taken to mitigate human rights risks, as well as the effectiveness of the mitigation put in place to reduce or remove risks to human rights.

7.0 Human Rights Committee

The **Human Rights Committee** is the corporate body responsible for ensuring ALSS achieves its human rights commitments.

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The Human Rights Committee is responsible for the application and continued improvement of ALSS’s human rights due diligence process, through ALSS’s **Recognize, Respond, Improve, and Communicate** approach to respecting human rights.

8.0 Non-Discrimination Policy

The Company strictly prohibits all forms of discrimination in its operations, employment practices, service delivery, and stakeholder engagement. No employee, contractor, visitor, or stakeholder shall be treated less favourably or denied opportunities on the grounds of race, color, sex, religion, social origin, social status, indigenous status, disability, or sexual orientation.

The Company is committed to ensuring equal opportunity, promoting a respectful and inclusive environment, and upholding the highest standards of fairness and human rights in all activities.



Kahdum Abdullah Guhdyeb | CEO
AL SHAHER SECURITY SERVICES