



G2S GROUP
FEEL SAFE WITH US

HEALTH & SAFETY POLICY

POLICY STATEMENT

G2S-SOMS-POL-007

Version 2.0 | Effective 23 July 2026

*Security Operations Management System (SOMS) / Integrated
Management System*

*Conforms to ISO 18788:2015, ANSI/ASIS PSC.1-2022 and ISO
9001:2015*



G2S GROUP
FEEL SAFE WITH US

CONTENTS

Document Control	4
Amendment History	4
Distribution	5
1. Purpose	5
2. Scope	5
3. Our Commitments	5
3.1 Protecting Our People.	5
3.2 Legal Compliance	6
3.3 Risk Prevention	6
3.4 Safe Working Conditions	6
3.5 Training and Awareness	6
3.6 Incident Reporting and Investigation	6
3.7 Emergency Preparedness	6
3.8 Employee Consultation	6
3.9 Subcontractor Management	6
4. Roles and Responsibilities.	7
5. Training and Awareness	7
6. Measurable Objectives and Monitoring	8
7. Monitoring and Continual Improvement	9
8. Policy Communication and Review.	9
9. Related Documents	9
Approval and Endorsement	10

DOCUMENT CONTROL

Document Title	Health & Safety Policy
Document Number	G2S-SOMS-POL-007
Version	2.0
Status	Approved
Effective Date	23 July 2026
Next Scheduled Review	23 July 2027
Supersedes	Version 1.0 (10-03-2026)
Document Owner	Security Director
Approving Authority	Chief Executive Officer and Security Manager, G2S Group
Classification	Public
Applicable Management Systems	ISO 18788:2015 (SOMS) · ANSI/ASIS PSC.1-2022 · ISO 9001:2015 (QMS)

AMENDMENT HISTORY

Version	Date	Summary of Change	Author	Approved By
1.0	10-03-2026	Initial issue.	Compliance Officer	CEO / Security Manager
2.0	23-07-2026	Full revision for conformance with ISO 18788:2015, ANSI/ASIS PSC.1-2022 and ISO 9001:2015: added explicit ISO 45001 alignment statement, RACI table, measurable KPIs (LTIFR and related indicators), and document-control framework.	Compliance Officer	CEO / Security Manager

DISTRIBUTION

DISTRIBUTION	METHOD
All employees, contractors, subcontractors and agency personnel	Induction pack; intranet; site notice boards; annual refresher training
Clients and prospective clients	Available on request; published on the G2S public website where indicated
Board of Directors and Senior Management	Management review pack; governance portal
Regulators and auditors	Provided on request for compliance verification

1. PURPOSE

G2S is committed to providing a safe, healthy, and secure working environment for all personnel, subcontractors, and visitors at all operational sites. G2S believes that the health, safety, and well-being of its people is paramount to delivering professional and effective security services. This Policy is designed to align with the health-and-safety provisions of ISO 18788:2015 and ANSI/ASIS PSC.1-2022, and with the principles of ISO 45001 (Occupational Health and Safety Management Systems), in addition to ISO 9001:2015's general requirements for a safe operating environment.

2. SCOPE

This Policy applies to all G2S personnel, subcontractors, and visitors at all current and future operational sites, including office locations, warehouses, and client sites across Somaliland.

3. OUR COMMITMENTS

3.1 PROTECTING OUR PEOPLE

G2S is committed to protecting the health, safety, and welfare of all personnel through the prevention of work-related injuries, illnesses, and incidents. Personnel safety is non-negotiable.

3.2 LEGAL COMPLIANCE

G2S complies with all applicable Somaliland occupational health and safety laws, regulations, and standards, including the Civil Service Employees Law (Xeer Lr. 31/2020) and other relevant legislation.

3.3 RISK PREVENTION

G2S systematically identifies, assesses, and controls workplace hazards and risks through regular site inspections, documented risk assessments, and implementation of appropriate control measures, maintained in the Health & Safety Risk Register.

3.4 SAFE WORKING CONDITIONS

G2S provides safe working conditions, appropriate personal protective equipment (PPE), and adequate facilities for all personnel, and ensures equipment and tools are properly maintained and safe to use.

3.5 TRAINING AND AWARENESS

G2S provides regular health and safety training to all personnel, including induction training, annual refresher training, and specialized training on fire safety, first aid, and emergency response.

3.6 INCIDENT REPORTING AND INVESTIGATION

G2S maintains a robust incident reporting and investigation system for all accidents, injuries, near-misses, and safety concerns. All incidents are investigated to identify root causes and implement corrective actions to prevent recurrence.

3.7 EMERGENCY PREPAREDNESS

G2S maintains comprehensive emergency response procedures, including fire drills, evacuation plans, and medical emergency protocols at all sites.

3.8 EMPLOYEE CONSULTATION

G2S consults with personnel on health and safety matters and encourages active participation in maintaining a safe workplace through safety briefings, toolbox talks, and feedback mechanisms.

3.9 SUBCONTRACTOR MANAGEMENT

G2S ensures that all subcontractors and suppliers adhere to its health and safety standards through contractual obligations and regular performance monitoring.

4. ROLES AND RESPONSIBILITIES

ROLE	RESPONSIBILITY UNDER THIS POLICY
Chief Executive Officer	Holds ultimate accountability for health and safety performance; provides the leadership, resources, and commitment necessary to implement this Policy.
Security Director	Responsible for the operational implementation of this Policy, ensuring health and safety is integrated into all activities.
Site Supervisors	Responsible for ensuring work is conducted safely, personnel are properly trained, and hazards are identified and controlled at their site.
Health & Safety Focal Point	Maintains the Risk Register and incident log; coordinates inspections and audits; compiles KPI data for management review.
All Personnel	Responsible for their own safety and the safety of others; report hazards; comply with health and safety procedures.

5. TRAINING AND AWARENESS

G2S provides regular health and safety training to all personnel, including induction training, annual refresher training, and specialized training on fire safety, first aid, and emergency response, tailored to role and site risk profile.

6. MEASURABLE OBJECTIVES AND MONITORING

OBJECTIVE	MEASURABLE TARGET / KPI	REVIEW FREQUENCY
Lost Time Injury Frequency Rate (LTIFR)	< 2.0 per 200,000 hours worked	Quarterly
Fatalities	0 (zero target)	Continuous / reported immediately
Incident reporting timeliness	100% of incidents reported within 24 hours	Monthly
Incident investigation timeliness	100% investigated and root cause documented within 7 working days	Monthly
PPE compliance audit pass rate	≥ 95%	Quarterly
Induction training completion before deployment	100%	Monthly
Annual refresher training completion	≥ 95% of active personnel	Annually
Site inspections conducted	100% of sites inspected at least quarterly	Quarterly

Health and safety performance, including the indicators above, is reported to the CEO quarterly and reviewed at the annual SOMS management review, alongside audit findings and subcontractor compliance data.

7. MONITORING AND CONTINUAL IMPROVEMENT

G2S monitors health and safety performance through regular inspections, audits, and performance reviews to drive continual improvement, and ensures all subcontractors and suppliers adhere to its health and safety standards through contractual obligations and regular performance monitoring.

8. POLICY COMMUNICATION AND REVIEW

This Policy is communicated to all personnel during induction and through annual refresher training. It is posted at all operational sites and reviewed annually, or sooner following a significant incident, change in law, or change in operations.

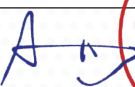
9. RELATED DOCUMENTS

- G2S-SOMS-POL001- Security Operations Policy
- G2S Health & Safety Risk Register and Risk Assessment Procedure
- G2S Incident Reporting Policy and Procedure
- G2S Emergency Response and Evacuation Procedures
- Personal Protective Equipment (PPE) Procedure

APPROVAL AND ENDORSEMENT

This document has been reviewed and approved by G2S Group leadership and is effective from the date shown below. It forms part of the G2S Security Operations Management System (SOMS) / Integrated Management System and is maintained in conformance with ISO 18788:2015, ANSI/ASIS PSC.1-2022, and ISO 9001:2015.

Approved By			Date
Abdishakur Hassan Kayd Security Manager, G2S Group			23-07-2026

Approved By			Date
Kader Abdi Daher Chief Executive Officer, G2S Group			23-07-2026



G2S GROUP
FEEL SAFE WITH US

Contact Us :



+252 63 4000290



info@g2sgroups.com



www.g2sgroups.com



Muj Abdilahi Askar Rd. Southwest of
Maansoor Hotel, Hargeisa, Somaliland