



G2S GROUP
FEEL SAFE WITH US

HUMAN RIGHTS POLICY

POLICY STATEMENT

G2S-SOMS-POL-002

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



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DOCUMENT CONTROL

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Approving Authority	Chief Executive Officer and Security Manager, G2S Group
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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 RACI table, measurable KPIs, and document-control framework; consolidated grievance-channel details.	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

Gorgor and Goodir Security (“G2S”) is unequivocally committed to respecting, protecting, and promoting human rights in all security operations. G2S recognizes the heightened responsibility of private security providers and is dedicated to ensuring that its services never cause, contribute to, or are directly linked to adverse human rights impacts. G2S operates under the promise “Feel Safe With Us” and believes true security is only achieved when the rights and dignity of all individuals are respected.

2. SCOPE

This Policy applies to all G2S personnel, subcontractors, and business partners, in all operating locations, and covers interactions with clients, personnel, and third parties, including local communities affected by G2S operations.

3. COMMITMENTS AND STANDARDS

3.1 RESPECT FOR INTERNATIONAL HUMAN RIGHTS STANDARDS

G2S adheres to the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Code of Conduct for Private Security Service Providers (ICoC), the Montreux Document, and all applicable Somaliland laws.

3.2 PROHIBITION OF TORTURE AND CRUEL TREATMENT

G2S strictly prohibits torture, cruel, inhuman, or degrading treatment or punishment under any circumstances. This prohibition is absolute and non-negotiable.

3.3 PROHIBITION OF SEXUAL EXPLOITATION AND ABUSE

G2S has zero tolerance for sexual exploitation, sexual abuse, and gender-based violence, including any form of sexual activity with minors, exchange of goods or services for sex, or sexual relationships with vulnerable individuals.

3.4 PROHIBITION OF HUMAN TRAFFICKING AND FORCED LABOUR

G2S prohibits all forms of human trafficking, forced labour, slavery, and servitude. All personnel and subcontractors are free to enter into and terminate employment voluntarily.

3.5 PROHIBITION OF CHILD LABOUR

G2S does not employ persons under the age of 18 for any security role, particularly roles involving the use of weapons.

3.6 PROHIBITION OF ARBITRARY DETENTION

G2S does not engage in prolonged detention or interrogation. Any apprehension is conducted only as a last resort, with immediate handover to competent authorities.

3.7 PROHIBITION OF DISCRIMINATION

G2S prohibits discrimination based on race, ethnicity, religion, gender, sexual orientation, disability, age, or any other status.

3.8 RIGHT TO LIFE AND SECURITY OF PERSON

G2S prioritizes the protection of life in all operations. Use of force is governed by strict principles of legality, necessity, proportionality, and accountability, in accordance with the approved Rules for the Use of Force (RUF) and Section 3.8 of the Security Operations Policy.

3.9 RIGHT TO FREEDOM OF MOVEMENT

G2S respects the freedom of movement of all individuals. Any access controls are reasonable, proportionate, non-discriminatory, and clearly communicated.

4. HUMAN RIGHTS DUE DILIGENCE

G2S conducts comprehensive Human Rights Risk Assessments (HRRAs) as an integral part of its risk-management process, integrating human rights considerations into recruitment, training, operational planning, use of force, access control, and community engagement. G2S engages in meaningful consultation with potentially affected stakeholders. Where G2S identifies that it has caused or contributed to an adverse human rights impact, it takes immediate steps to provide for, or cooperate in, remediation, including engagement with the affected party and, where appropriate, remedy through the grievance mechanism in Section 5.

5. GRIEVANCE MECHANISM

G2S provides accessible, transparent, and effective grievance mechanisms for personnel, clients, communities, and all affected parties through multiple channels:

- Confidential hotline: +252-634-000290 (available during business hours; voicemail monitored outside these hours)
- Secure email: grievances@g2sgroups.com
- Physical complaint boxes at all operational sites
- Direct reporting to site supervisors or the Human Rights Focal Point
- Community focal points at each site of operation

All grievances are handled through a structured process: acknowledgment within 5 working days; impartial investigation; fair resolution; communication of outcome to the complainant (where contact information is available); and documentation for organizational learning. Grievances may be submitted anonymously.

6. ROLES AND RESPONSIBILITIES

Role	Responsibility under this Policy
Chief Executive Officer	Holds ultimate accountability for human rights performance across G2S operations.
Security Manager	Responsible for operational implementation of this Policy, including integration into deployment planning and use-of-force oversight.
Human Rights Focal Point	Oversees human rights due diligence, HRRA, and the grievance mechanism; compiles quarterly human rights performance data for management review.
Site Supervisors	Ensure personnel at their site apply this Policy in daily operations and escalate any suspected violation immediately.
All Personnel	Responsible for understanding and applying this Policy, and for reporting any human rights concern through the grievance mechanism.

7. TRAINING AND AWARENESS

All G2S personnel receive mandatory human rights training covering international standards, this Policy, prohibition of torture and sexual exploitation, non-discrimination, use-of-force principles, grievance mechanisms, and reporting of human rights incidents. Training is delivered at induction and refreshed annually thereafter, with tailored briefings for personnel deployed to higher-risk sites.

8. MEASURABLE OBJECTIVES AND MONITORING

Objective	Measurable Target / KPI	Review Frequency
Substantiated human rights violations	0 (zero target)	Quarterly
Grievance acknowledgment within 5 working days	100%	Monthly
Grievance resolution rate	≥ 90% resolved within 30 calendar days	Quarterly
Training completion rate	≥ 95% of personnel (induction and annual refresher)	Quarterly
Subcontractor human rights compliance	100% of active subcontractors screened and contractually bound to this Policy	Annually
Community feedback collected	At least one structured community consultation per site per year	Annually

Human rights performance is reviewed quarterly by the Human Rights Focal Point and reported to the CEO, and forms a standing item of the annual SOMS management review described in the Security Operations Policy.

9. 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, published on the G2S public website, and reviewed annually or following significant changes to operations, law, or client requirements.

10. RELATED DOCUMENTS

- G2S-SOMS-POL001- Security Operations Policy
- G2S-SOMS-POL006- Whistleblowing Policy
- Rules for the Use of Force (RUF)
- Human Rights Risk Assessment (HRRRA) Procedure
- G2S Grievance Handling 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
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