



**G2S GROUP**  
FEEL SAFE WITH US

# CODE OF ETHICS / CODE OF CONDUCT

## POLICY STATEMENT

**G2S-SOMS-POL-003**

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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# CONTENTS

|                                                   |    |
|---------------------------------------------------|----|
| Document Control . . . . .                        | 4  |
| Amendment History . . . . .                       | 4  |
| Distribution . . . . .                            | 5  |
| 2. Scope . . . . .                                | 5  |
| 3. Policy Statement . . . . .                     | 5  |
| 4. Our Core Values . . . . .                      | 6  |
| 4.1 Integrity . . . . .                           | 6  |
| 4.2 Respect . . . . .                             | 6  |
| 4.3 Vigilance . . . . .                           | 6  |
| 4.4 Commitment to Quality . . . . .               | 6  |
| 4.5 Willingness to Learn . . . . .                | 6  |
| 4.6 Employee Wellness . . . . .                   | 6  |
| 5. Standards of Conduct . . . . .                 | 7  |
| 5.1 Impartiality and Professionalism . . . . .    | 7  |
| 5.2 Compliance with Law and Policy . . . . .      | 7  |
| 5.3 Confidentiality . . . . .                     | 7  |
| 5.4 Respectful Workplace . . . . .                | 7  |
| 5.5 Reporting Misconduct . . . . .                | 7  |
| 6. Roles and Responsibilities . . . . .           | 8  |
| 7. Training and Awareness . . . . .               | 8  |
| 8. Measurable Objectives and Monitoring . . . . . | 8  |
| 9. Policy Communication and Review . . . . .      | 9  |
| 10. Related Documents . . . . .                   | 9  |
| Approval and Endorsement . . . . .                | 10 |

DOCUMENT CONTROL

|                               |                                                                    |
|-------------------------------|--------------------------------------------------------------------|
| Document Title                | Code of Ethics / Code of Conduct                                   |
| Document Number               | G2S-SOMS-POL-003                                                   |
| 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                | Compliance Officer                                                 |
| 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 cross-reference to Whistleblowing Policy reporting channels, RACI table, measurable KPIs, 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

This Code of Ethics / Code of Conduct (“the Code”) reflects G2S Group’s unwavering commitment to integrity, lawful conduct, and ethical business practice. It is the guiding framework for proper behaviour and decision-making for everyone connected to G2S, and it gives effect to the ethical-conduct requirements of ISO 18788:2015, ANSI/ASIS PSC.1-2022, and ISO 9001:2015.

## 2. SCOPE

The Code applies to all personnel within G2S Group, including officers, directors, managers, team leaders, guard supervisors, security guards, instructors, support staff, and personnel engaged on a temporary, agency, interim, subcontractor, or consultancy basis. It also extends to external organizations and partners who conduct business with G2S.

## 3. POLICY STATEMENT

G2S expects every individual representing the Company to act with impartiality, honesty, and professionalism. All personnel share a collective responsibility to act in good faith and preserve the trust that underpins G2S’s operations. G2S’s credibility rests not only on what it achieves, but on how it achieves it. Every member of G2S is expected to uphold the Code in both professional and personal conduct, treating everyone with respect, integrity, and fairness. G2S supports a safe environment for raising ethical concerns and will never tolerate retaliation against anyone who reports misconduct in good faith, in accordance with the Whistleblowing Policy (G2S-SOMS-POL-006).

## 4. OUR CORE VALUES

### 4.1 INTEGRITY

We uphold the highest standards of honesty, ethics, and accountability in all our dealings. Integrity is at the heart of everything we do; whether working independently or as part of a team, we are committed to doing what is right, even when it is not easy or convenient.

### 4.2 RESPECT

We treat every person with dignity, regardless of role, background, or opinion. By valuing diverse perspectives and experiences, we create an inclusive environment where everyone can thrive.

### 4.3 VIGILANCE

We stay alert, aware, and proactive. Vigilance allows us to anticipate challenges, identify risks early, and take preventive or corrective action. It helps us protect our standards, safeguard our operations, and respond quickly to emerging issues.

### 4.4 COMMITMENT TO QUALITY

We are dedicated to delivering services and solutions that meet the highest standards of professionalism, precision, and care. We believe in continuous improvement and strive to go beyond average standards in everything we do.

### 4.5 WILLINGNESS TO LEARN

We are open to new ideas, challenges, and perspectives. Learning is not just encouraged; it is essential to staying relevant and innovative. Whether through training, collaboration, or reflection, we grow by seeking better ways to do our work.

### 4.6 EMPLOYEE WELLNESS

We value our people and recognize that their well-being is vital to our collective success. G2S promotes a work environment that supports mental, physical, and emotional health. By nurturing our teams, we build resilience, loyalty, and lasting impact.

## 5. STANDARDS OF CONDUCT

### 5.1 IMPARTIALITY AND PROFESSIONALISM

Personnel must perform their duties impartially, avoid favouritism, and represent G2S professionally in all interactions with clients, colleagues, and the public.

### 5.2 COMPLIANCE WITH LAW AND POLICY

Personnel must comply with all applicable Somaliland laws and all G2S policies, including the Security Operations Policy, Human Rights Policy, Anti-Fraud, Bribery and Corruption Policy, Conflict of Interest Policy, and Health & Safety Policy.

### 5.3 CONFIDENTIALITY

Personnel must protect confidential client, personnel, and company information and must not use such information for personal gain or disclose it without authorization.

### 5.4 RESPECTFUL WORKPLACE

G2S prohibits harassment, bullying, and discrimination of any kind, consistent with the Human Rights Policy. Concerns of this nature should be raised through the Grievance Procedure or Harassment and Bullying Procedure, or through the Whistleblowing Policy where appropriate.

### 5.5 REPORTING MISCONDUCT

Personnel who become aware of a breach, or suspected breach, of this Code must report it through their supervisor, the Compliance Officer, or the confidential channels described in the Whistleblowing Policy (hotline +252-634-000290; email [grievances@g2sgroups.com](mailto:grievances@g2sgroups.com)). G2S will never tolerate retaliation against anyone who reports concerns in good faith.

## 6. ROLES AND RESPONSIBILITIES

| Role                            | Responsibility under this Policy                                                                                                     |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| <b>Chief Executive Officer</b>  | Sets the tone from the top; holds ultimate accountability for the ethical culture of G2S.                                            |
| <b>Compliance Officer</b>       | Administers the Code, coordinates ethics training, maintains the disciplinary/breach log, and reports ethics performance to the CEO. |
| <b>Supervisors and Managers</b> | Model and reinforce the Code within their teams; escalate reported concerns without delay.                                           |
| <b>All Personnel</b>            | Read, understand, and comply with the Code; complete required training; report suspected breaches.                                   |

## 7. TRAINING AND AWARENESS

All personnel receive Code of Ethics training at induction and an annual refresher thereafter. Training covers the Company's values, standards of conduct, and how to raise a concern. Completion is tracked by the Compliance Officer.

## 8. MEASURABLE OBJECTIVES AND MONITORING

| Objective                                         | Measurable Target / KPI                                                            | Review Frequency |
|---------------------------------------------------|------------------------------------------------------------------------------------|------------------|
| Induction training completion                     | 100% of new hires within 30 days of start date                                     | Monthly          |
| Annual refresher training completion              | ≥ 95% of active personnel                                                          | Annually         |
| Substantiated retaliation cases against reporters | 0 (zero target)                                                                    | Quarterly        |
| Ethics breaches logged and investigated           | 100% logged in the central Ethics/Conduct Register within 5 working days of report | Quarterly        |

Ethics performance, including breach statistics and training completion, is reported to the CEO quarterly and reviewed at the annual SOMS management review.



## 9. POLICY COMMUNICATION AND REVIEW

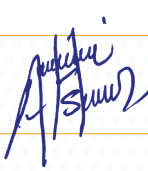
This Code is communicated to all personnel during induction and through annual refresher training. It is posted at all operational sites and reviewed annually or following significant organizational or regulatory change.

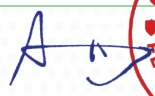
## 10. RELATED DOCUMENTS

- G2S-SOMS-POL001- Security Operations Policy
- G2S-SOMS-POL002- Human Rights Policy
- G2S-SOMS-POL004- Anti-Fraud, Bribery and Corruption Policy
- G2S-SOMS-POL005- Conflict of Interest Policy
- G2S-SOMS-POL006- Whistleblowing Policy
- Grievance Procedure and Harassment and Bullying 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<br>Security Manager, G2S Group |                                                                                   |                                                                                   | 23-07-2026 |

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





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