

Responsibility



Corporate

Social





| DPS

## Our Approach to Corporate Social Responsibility

For DPS Group corporate social responsibility is about managing business processes to create a positive impact on society. Transparency, fairness, accountability and responsibility are central to the processes of all DPS companies around the world. By providing security solutions for companies and communities, DPS allows its customers to focus on their core business and prosper. For us, corporate social responsibility (CSR) is an integral part of our everyday work.



## RESPONSIBILITY GENERATES ADDED VALUE!

DPS Group is committed to integrating sustainability into our core business strategy. We choose the most sustainable solution, provided that it makes sense and adds value.


It is a commitment we hold in high regard, as we know it is not only important but also generates pride amongst our colleagues and owners, and builds trust with our business partners and local communities.

### **Responsibility can be profitable**

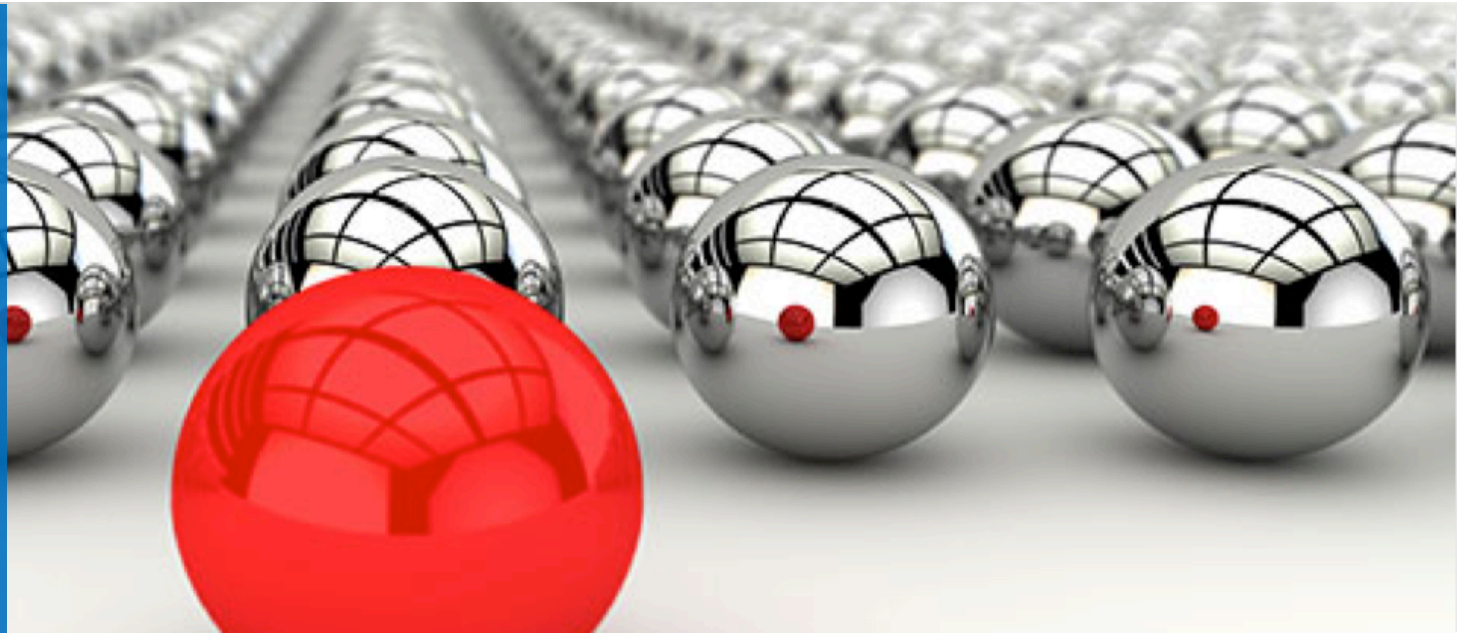
In many cases, profitability and responsibility go hand in hand. If, for example, we were to launch a service where Security Guards working at night help reduce the energy consumption of an office by turning off equipment that is not being used, customers would benefit in many ways. Not only would they save money, their environmental impact would also decrease. At the same time, this would be a profitable service for DPS

# DPS Work Guided by Three Values

Setting a higher Standard



“ We aim to get it right, the first time and every time.”



**DPS Group**’ operations are based on three fundamental values: **Alertness**, **Honesty** and **Helpfulness**. DPS Business and Ethics Policy helps us to uphold and promote high ethical business standards. The Code is based on the three fundamental values that are to be followed by all of our employees:

**Alertness** – our assignment involves paying attention to details by observing, listening and assessing the situation at hand

**Honesty** – the trust instilled in us by our customers to protect their property and valuables is the foundation of our business

**Helpfulness** – our employees are always being ready to assist.



# Human Rights Policy

Our overall approach towards CSR

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“The starting point of all achievement is desire.” Napoleon Hill



DPS  
Cares

DPS Group acknowledges and respects the principles contained in the Universal Human Rights Declaration. Our Human Rights Policy reflects our commitment to conduct business in a manner consistent with these principles and to protect human rights within our sphere of influence.

- ✓ We will support and respect the protection of internationally proclaimed human rights
- ✓ We will promote diversity in the workplace and will not tolerate discrimination
- ✓ We will strive to not be complicit in human rights abuses and require our suppliers to do the same.
- ✓ We will respect our employees' rights to voluntary freedom of association and recognize their right to collective bargaining
- ✓ We will recruit, employ and promote employees based on objective criteria, their qualifications and abilities required for the job to be performed
- ✓ We will support employees with training to help them reach their potential and maximize their contribution to our company strategy
- ✓ We will provide several channels for complaints to ensure any concerns are efficiently addressed
- ✓ We will ensure a healthy and safe environment in all venues we operate.

# Business Integrity Policy

## Our overall approach towards CSR

Through our Business Integrity Policy, we promote responsible business behaviours throughout DPS Group to ensure strong culture of business ethics.

- ✓ We conduct our operations in accordance with the principles of fair competition and will abide by applicable laws and regulations
- ✓ We will in all dealings with business partners, seek to preserve the highest standards of integrity, fairness, efficiency, courtesy and professionalism and will look to them to set similar standards.
- ✓ We will apply a zero-tolerance approach with respect to corruption, extortion and bribery
- ✓ We will not accept any personal gifts, gratuities or other incentives when choosing suppliers. We prefer incentives expressed in acceptable business terms, e.g., quality, service and price.
- ✓ We will work towards a system of ensuring that our suppliers and business partners are environmentally responsible, are not complicit in any violations of human rights or labour rights and do not participate in or permit corruption in all its forms.
- ✓ We will aim to ensure that the best value for money is being obtained and that its resources are being used to the greatest benefit.
- ✓ We will only purchase goods and services, which supports the purposes of business for DPS Group.



**ON TIME AND AT  
CLIENT EXPECTATIONS.**



# Environmental Policy

## Our overall approach towards CSR

At DPS Group we try to make a positive difference to the environment by taking steps to manage our environmental impacts in a responsible way. DPS Group considers the protection of the environment as a key factor when implementing new projects. The aim is to conserve biodiversity and promote sustainable development in the regions it operates in by protecting the local people, minimising harm to the local environment and working in cooperation with local communities.

- ✓ We will make the most efficient use of resources our energy, water and other natural resources, promoting conservation and savings wherever possible and practical.
- ✓ We will optimize our waste reduction through reusing materials where possible, recycling and limiting our use of hazardous materials where alternatives are available
- ✓ We will continue to improve our environmental performance and we will implement environmentally friendly solutions
- ✓ We will incorporate environmental considerations, including animal welfare into our actions and procurement decisions
- ✓ We will raise awareness of environmental matters among our employees and stakeholders
- ✓ We will monitor, record and benchmark our environmental performance on a periodic basis



# Health and Safety Policy

Our overall approach towards CSR

At DPS Group, we take the health and safety of all our staff, contractors, consultants and all who work with us very seriously, and train them frequently about health and safety measures and to ensure compliance with regulations in this industry. We have implemented a health and safety policy with the following key objectives:

- ✓ To provide adequate training to ensure employees are competent enough to do their work following all the health and safety guidelines.
- ✓ To prevent accidents and cases of work-related illnesses and provide sufficient control of health and safety risks arising from work activities.
- ✓ To maintain safe and healthy working conditions.
- ✓ To carry out emergency procedures like an evacuation in case of fire.
- ✓ First-aid boxes, well-equipped and adequately staffed clinics are provided at our work places.
- ✓ Our health and safety team are proactively and regularly reviewing our operations to ensure that the health and safety implications are documented and adequate provisions made to address potential problems.





## Non-Compliance Report

At DPS Group, we value the voices of our employees. That is why we have established a reporting system where all employees are able to report cases of non-compliance with DPS' Business and Ethics Policy so that problems can be solved.

DPS relies on its employees to help when a situation arises that poses a threat to our fundamental values. By reporting problems or cases of non-compliance with our employees provide us with the information we need to rectify the situation. That is why we established the DPS Line reporting system for our employees.

DPS Line Report is available 24 hours a day, seven days a week. However, this channel is not intended to replace the role of management, but rather to provide additional support. We encourage DPS employees to report cases of non-compliance to their supervisors or HR representatives as it is important to us that employees can find a channel with which they feel comfortable. All reported cases of breaches of are investigated and documented in a structured manner.



# Non-Compliance



### **Community Investments.**

At DPS we integrate community investment considerations onto decision-making and business practices and we are insisting in local capacity building to develop mutually beneficial relationships with communities.





## Well Developed CSR System

**DPS Group** has a well-developed system for managing its work in the area of corporate social responsibility (CSR). This system comprises five components.

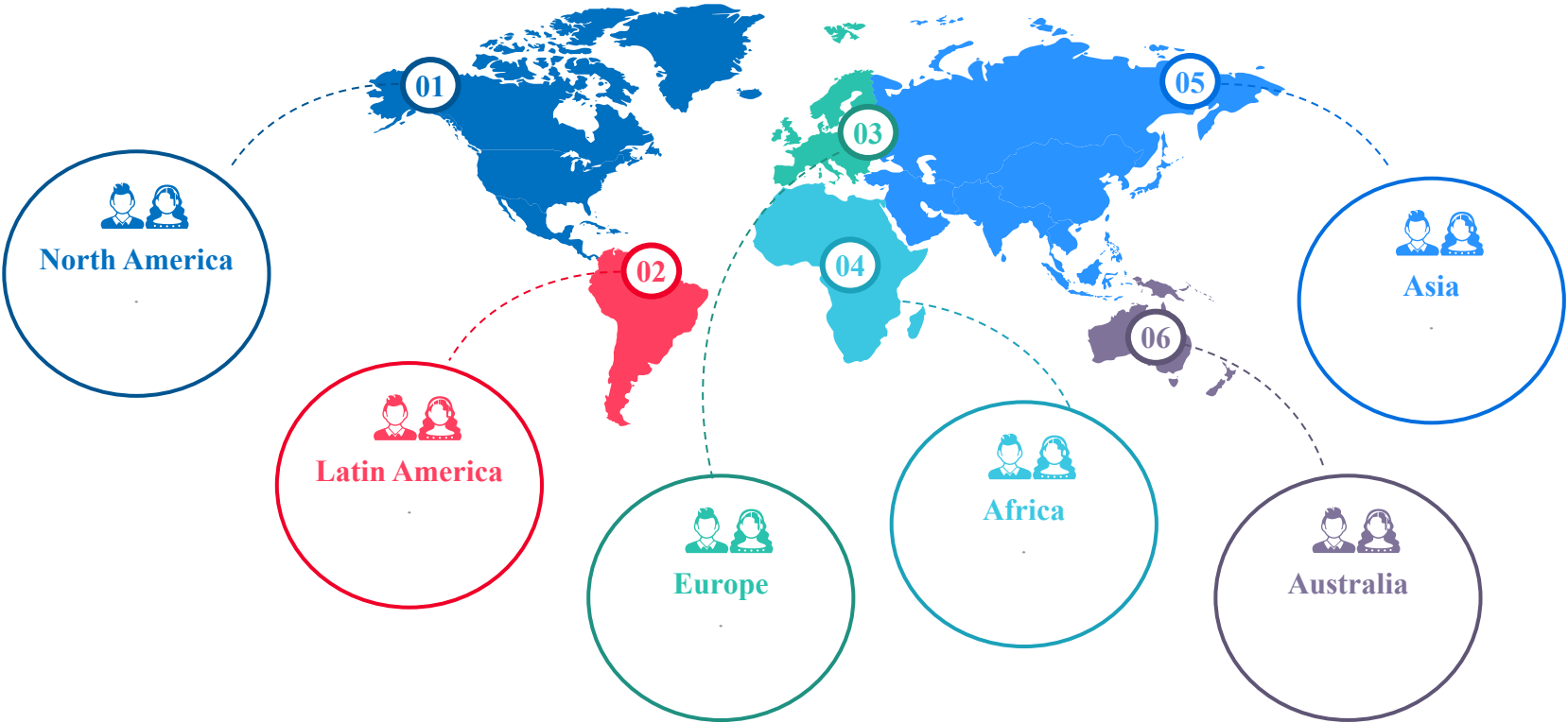
There are several reasons why DPS chose to develop such an extensive CSR system: to protect the DPS brand, to better meet the demands of customers and other stakeholders and to become more competitive in the Global Security Industry.

- ✓ DPS CSR system comprises the following five components:
- ✓ DPS Business and Ethics Policy
- ✓ Employee Training
- ✓ System for Reporting Non-Compliance
- ✓ Monitoring
- ✓ DPS Group CSR Manager

# DPS Around the world

DPS is with you every step of the way

With one call you have instant access to our global network of comprehensive knowledge and resources



# DPS Africa

Providing "boots on the ground" when and where you need them



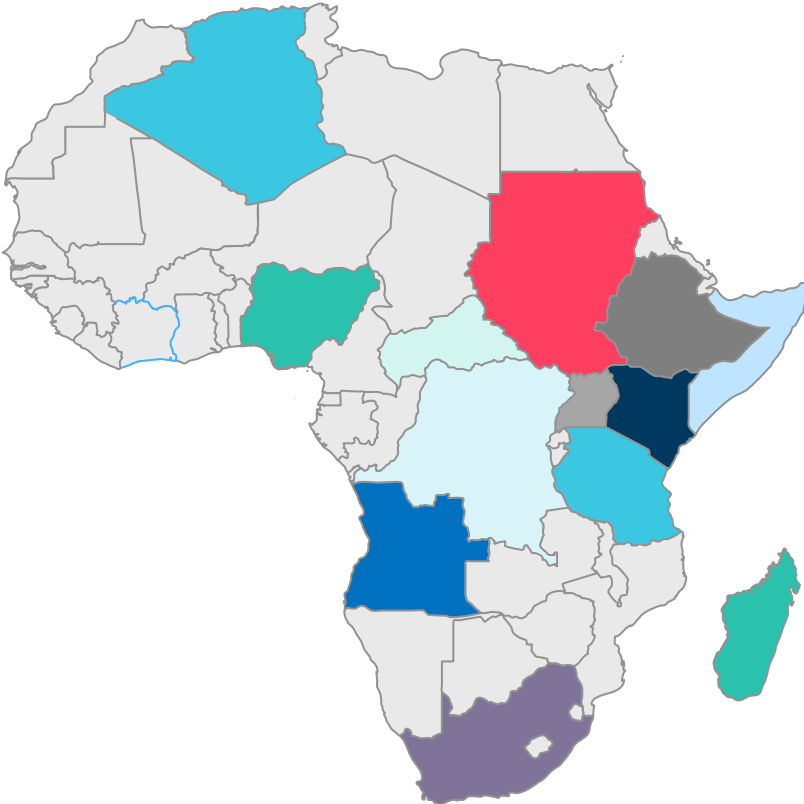
**Global Access**  
One number for global access



**GPS Services**  
We are leading, Others follow...



**Armed Response**  
When seconds counts...



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**D P S**

**YOUR TRUSTED PARTNER FOR SECURITY AROUND THE GLOBE**