

INTERNATIONAL CODE OF CONDUCT FOR PRIVATE SECURITY SERVICE PROVIDERS

HUMAN RIGHTS

INTERNATIONAL CODE OF CONDUCT

INTRODUCTION/BACKGROUND

The Montreux Document

“Respect, Protect, Remedy” framework

UN Directives

‘The Code’

Company Policies

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The Code

Implementation Outline

“establishing a corporate culture that promotes awareness of and adherence by all Personnel to the principles of this Code. Signatory Companies will require their Personnel to comply with this Code, which will include providing sufficient training to ensure Personnel are capable of doing so”

General Provisions & *Commitments*

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Report – Report – Report

Any past or current suspicions of our personnel our sub contractors or suppliers or cooperators has ever been involved in Human Rights Abuse – Violation - Case

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SPECIFIC CONDUCT PRINCIPLES

Use of Force

Detention & Apprehending

Prohibition of Torture or Other Cruel, Inhuman or Degrading Treatment or Punishment

Sexual Exploitation and Abuse or Gender-Based Violence

Human Trafficking

Prohibition of Slavery and Forced Labour

Prohibition on the Worst Forms of Child Labour

Discrimination

Harassment

Identification and Registering

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Use of Force

The Series 100 Rules

Master's authority

Least Necessary

Flag State legislation abstracts

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The Code and how it is followed via our SOPs and Policies

Selection and Vetting of Personnel

DD

Age of 21

Performance monitoring & continuous evaluation

Legit Performance

CRs

Military Service

'Watchkeeper Agreement ('Contract')

PDP

Any past disciplinary references

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The Code and how it is followed via our SOPs and Policies

Selection and Vetting of Personnel

Training of Personnel

Weapons Management

Suppliers evaluation

Code of Conduct

Zero Tolerance to violations and discriminations

ISO Management Systems

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The Code and how it is followed via our SOPs and Policies

Incident Reporting

- a) time and location of the incident;
- b) identity and nationality of any persons involved including their addresses and other contact details;
- c) injuries/damage sustained;
- d) circumstances leading up to the incident;
- e) measures taken in response to it.

Examples

Reports

the:

when who did what to whom using what means principle in reporting

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The Code and how it is followed via our SOPs and Policies

HaS Policy

A continuous adaptable risk assessment culture

Report – Report - Report

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The Code and how it is followed via our SOPs and Policies

Grievance Reporting
Site
Telcoms/emails
Officers

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Commentary

*The **responsibility** to respect human rights is a global standard of expected conduct for all business enterprises wherever they operate. It exists independently of States' abilities and/or willingness to fulfil their own human rights obligations, and does not diminish those obligations. **And it exists over and above compliance with national laws and regulations protecting human rights.***

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*Human Rights Risks Assessment**Scope*

Prevailing Risk: Abusive use of force resulting in human rights violation (right to life, to protection, to fair treatment, not to be tortured, protection of life at sea, access to basic human needs satisfaction)

Zero incident history, exempted one (1) occurrence/case of sexual harassment / Immediate disciplinary actions taken

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Discussion