



APPENDIX B – STATEMENT OF CONFORMANCE

Diaplous Land Services is a company that provides security solutions in various complex environment. Our services are conforming fully with all international and national laws and associated international guidelines and human rights.

Diaplous Land Services respects all people regardless of their age, color, gender, religion, beliefs, education, or status.

This includes our personnel, our clients, the local communities within which we operate and host and home nation governments. Guided by this need the organization has implemented the requirements of ISO 18788 and thus integrating into its policies the following principles:

- ***International Code of Conduct for Private Security Service Providers.***
- ***Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies during Armed Conflict.***
- ***Guiding Principles on Business and Human Rights; Implementing the United Nations “Protect, Respect and Remedy” Framework 2011.***
- ***Voluntary Principles on Security and Human Rights.***
- ***Ensure all our staff’s safe working environment***
- ***Refuse any type of corruption or bribery***
- ***Fair remuneration and compensation for personnel, suppliers and contractors***
- ***freedom of speech and ensure that no personnel or stakeholder is subjected to any form of discrimination***

This commitment is clearly stated in every aspect of our operations in our operational procedures and guidelines.

Moreover, **Diaplous Land Services** has identified and addressed potential threats to this intended conformity.

For **Diaplous Land Services** to thoroughly investigate any potential threats there are multiple policies and procedures in place, all available on our website or on request.

- ***Security Operations Policy***
- ***Anti-bribery and Corruption Policy***
- ***Whistle blowing policy.***
- ***Equal Opportunity Anti-Discrimination Policy***
- ***Human Trafficking Policy***

These top-level policies that reflect our organizations vision are in place and everyone in the organization internal or external structure respects and oblige.

If you have a grievance or other feedback, please use the email address: land.contact@diaplous.com or if you wish to submit your communication anonymously, please utilize the feedback link on our website.

Date: March 2021	Position: General manager	Name: A. Galatis	Signature:
----------------------------	-------------------------------------	----------------------------	------------