

## **APPENDIX M – SECURITY OPERATIONS POLICY**

In Diaploous Land Services we are committed in creating and operating all our security services in the most effective and transparent way. By operating in this manner all our customers, employees, subcontractors, communities, and other stakeholders are able to conduct their normal operations in safely and successfully.

To support our commitment, we have created this policy in which we are clearly stating our values, our commitment, and our objectives.

### **VALUES:**

In Diaploous Land Services our core values are:

- **Clients’ interests always come first.**
- **Continuously Develop our greatest assets. Our people.**
- **Strive for Excellence in everything we do.**
- **Our Reputation is built on zero-incidents.**
- **Integrity and decades-mature Know-how is always expressed.**
- **Ever Evolve.**

This policy is developed to continue the constant process of integration of Security Operations Excellence and respect in every applicable law and human rights principles.

We have incorporated in our core values and strategies the following principles:

- *International Bill of Human Rights.*
- *Ten Principles of the United Nations Global Compact*
- *Charter of Fundamental Rights of the European Union*
- *The core conventions of the International Labour Organization (ILO).*
- *International Convention on the Rights of the Child.*
- *Convention on the Rights of Persons with Disabilities.*
- *International Convention on the Elimination of All Forms of Racial Discrimination.*
- *Convention on the Elimination of All Forms of Discrimination against Women.*
- *Principles for the Empowerment of Women.*
- *Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.*
- *International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.*
- *International Finance Corporation's Equator Principles.*
- *United Nations Principles for Responsible Investment.*
- *United Nations Environment Programme Finance Initiative.*

## Commitment

In Diaploous Land Services we are committed to:

- Respect human life and dignity as a first priority.

In accordance with Article 4 of the Universal Declaration of Human Rights, it is of critical importance to safeguards the life, liberty and personal safety of all members of its business environment as well as those who may be affected by its activities.

**Diaploous Land Service** deplores torture and inhumane treatment. Under the protection of the company, no one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

- Avoid, prevent, and reduce the likelihood and consequences of disruptive and undesirable events.

In **Diaploous Land Service** we are constantly revising the external risks factors by using RAM and continuously improving our status of readiness and response. This task is considered critical and is part of every employee to participate in these initiatives.

- Comply with applicable legal requirements and other requirements.

In **Diaploous Land Service** respect to the Law (international and domestic) is of critical importance.

No employee should participate in any activities that could jeopardize this commitment. If for any reason, there is doubt in a decision the guideline is STOP – CHECK then ACT.

- Respect human rights.

In Diaploous Land Service we are strongly respecting universal Human Civil and Political ,Economic, Social, and Cultural rights and we are strongly endorsing the above-mentioned laws and acts. All stakeholders should understand and apply these universal acts.

As top-level information, a summary of The International Bill of Rights is placed in this policy bellow. All employees, contractors, stakeholders are educated and trained on these critical subjects as part of induction and refreshment training.

## Summary of the *International Bill of Rights*

- The right to equality and freedom from discrimination
- The right to life, liberty, and personal security
- Freedom from torture and degrading treatment
- The right to equality before the law
- The right to a fair trial
- The right to privacy
- Freedom of belief and religion
- Freedom of opinion
- Right of peaceful assembly and association
- The right to participate in government
- The right to social security
- The right to work
- The right to an adequate standard of living
- The right to education
- The right to health
- The right to food and housing

➤ Continual improvement.

In **Diaploous Land Service** we understand and strongly endorse the need of continual improvement in all areas of our scope and environment. We have created programs and initiatives to maintain this mindset as part of our daily life.

Date: <b>March 2021</b>	Position: <b>General manager</b>	Name: <b>A.Galatis</b>	Signature:
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