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HUMAN RIGHTS POLICY

BM-SOMS-DI-07

VERSION 03

		SIGN
Prepared By	SOMS TEAM	ET
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AMENDMENT SHEET

Issue/ Revision Number	Subject of amendments	Reviewed by:			Authorized by:		
		Name:	Sign:	Date:	Name:	Sign:	Date:
01	Initial Release	SOMS Team	ET	20.09.21	CE	N.R.M	01.10.21
01	Reviewed without amendments	SOMS Team	ET	15.08.22	CE	N.R.M	22.08.22
02	Acknowledgement and prohibition of modern slavery in the policy	SOMS Team	ET	18.10.23	CE	N.R.M	18.10.23
03	Upgrading of the procedure to meet the ANSI/ASIS PSC. 1:2022 requirements	SOMS Team	ET	30.07.24	CE	N.R.M	06.08.24

Policy Statement

BM security is committed to developing an organization culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We recognize that the business has the responsibility to protect, respect and contribute to positive human rights impacts as stated in the international human rights standards, United Nations guiding principles on business and human rights, ILO declaration on fundamental principles, Principles of the United Nation Global Impact and rights at work, the universal declaration of human rights and the code of the International Code of Conduct Association (ICoCA).

BM Security has developed and implemented a set of policies, procedures, and controls that incorporates and conforms to the principles and values of applicable international humanitarian law, international human rights law, and customary international law, to ensure the company conforms to ANSI/ASIS PSC.1-2022 Management System for Quality of Private Security Operations and ISO 18788:2015 Management System for Private Security Operations. This system supports the objectives of the Montreux Document on Pertinent International Legal Obligations and Good Practices for States Related to Operations of Private Military and Security Companies During Armed Conflict and the International Code of Conduct for Private Security Service Providers

Scope

This policy applies to all BM security employees and its interested parties including suppliers, contractors and consultants.

BM Security shall require all staff, subcontractors, and anyone else acting on its behalf to treat all persons humanely with respect for their dignity and privacy and comply with all applicable human right laws and obligations, as well as other applicable laws, as set forth in this Human Rights Policy and report any breach of the code.

Non-Discrimination

BM Security respects everyone's human rights and will not discriminate based on colour, gender, religion, sex, age, social status, sexual orientation and disability nor will we commit other violations of human rights. We are determined in upholding human rights in everything we do.

Freedom of Association and collective bargaining

BM Security respects the right of our employees, and they have a right to join organizations of their choice that represent them consistent with the applicable laws without any fear of harassment or intimidation. We are committed to an open constructive dialogue directly with our employees or through their representatives.

Use of force, Torture, Other cruel, Inhuman, or degrading treatment or punishment

BM Security is committed to respecting the human rights and dignity of our staffs, clients and the communities living around us. Our employees shall not use force while apprehending or handling

suspects, torture, punish or treat anybody in an inhuman, degrading, or other cruel manner.

Child labour, sexual exploitation and abuse or gender-based violence

BM Security condemns all forms of exploitation of children, and we do not tolerate recruitment of child labour. We also support the enactment of laws to prevent and punish sexual exploitation and abuse, Child labour and gender-based violence. We will always ensure that we create awareness to all our stakeholders.

Fair wages/compensation/working conditions.

BM Security will always pay employees at least minimum wages as per the applicable laws or the prevailing industry wage. We will treat all employees fairly and honestly regardless of where they work. All staffs will have a written valid contract of employment with agreed terms and conditions. All our staffs will be entitled to the benefits as per the applicable laws and will be offered proper training before deployment.

Health/Safety and Environment.

BM Security regard safety and health and environment we operate in as a foundation of a successful business, and we comply with all applicable health and safety and environmental laws. We believe that all injuries and occupational illnesses, as well as safety environmental incidents are preventable, and our goal is to always have them at zero. We have created awareness to all our employees and stakeholders. We also participate actively in conservation of environment.

Forced labour, Human trafficking and Modern slavery.

BM Security prohibits the use or engagement in any form of forced labour, human trafficking and holding any person in slavery or servitude. We acknowledge the global issue of modern slavery and is unequivocally opposed to all forms of modern slavery. In this regard, BM Security shall not withhold original employment documents like Identification documents and education/training certificates under any circumstances.

Remediation.

You may report any human rights violation by our staff through our help lines, whistle-blower policy available at www.bmsecurity.com. We will ensure that a proper investigation is conducted fairly and impartially whenever any violation of human rights is reported. We have also established an open and honest communication channel for all our employees.

Review and Revision

This policy shall be reviewed annually or whenever necessary to monitor the implementation and effectiveness.