



RMSS Ltd. Global Human Rights Policy

Understanding and Respecting Human Rights

At RMSS Ltd., we recognize that human rights are fundamental rights and freedoms inherent to all individuals, regardless of background or status. As a provider of comprehensive security and facility management services, we understand that our operations can have significant impacts on human rights. These risks may include, but are not limited to, the unlawful use of force, modern slavery, constraints on freedom of movement, the mistreatment of individuals in our care, and issues related to labor rights and child exploitation.

We are unequivocally committed to respecting and protecting human rights, striving to operate an ethical, sustainable, and responsible business. Our approach focuses on setting high standards, fostering secure and equitable workplaces, and promoting stability and community well-being.

At every level of RMSS Ltd., from our leadership team to our frontline employees, we expect adherence to the highest standards of respect for human rights. We hold ourselves accountable for upholding the rights of our employees, those in our care, our suppliers, and the broader communities we serve. Human rights abuses are strictly intolerable in any form or circumstance.

RMSS Ltd. aligns with the **United Nations Guiding Principles on Business and Human Rights (2011)**, a framework underpinned by key international standards, including:

- **The Universal Declaration of Human Rights (1948)**
- **The International Covenant on Civil and Political Rights (1966)**
- **The International Covenant on Economic, Social, and Cultural Rights (1966)**
- **The International Labor Organization Declaration on Fundamental Principles and Rights at Work (1998)**

This Global Human Rights Policy represents our unwavering commitment to uphold and respect human rights, setting clear expectations for RMSS Ltd. operations, employees, and business partners.

Strategic Approach to Human Rights

Recognizing the diverse impacts of our business operations, RMSS Ltd. takes a proactive and strategic approach to human rights. This approach is guided by:



-
- **Acknowledging Potential Impacts:** Understanding the dual potential of our services to positively contribute to or negatively affect human rights.
 - **Contextual Awareness:** Adapting to the complexities of different regions and operational environments where we operate.

Assessing Risk and Promoting Rights

We are committed to assessing the human rights impacts of our operations and fostering an environment where rights are respected and realized. This includes:

- Preventing violations in service delivery, supply chain management, and employee treatment.
- Monitoring the risks of direct or indirect involvement in human rights abuses.
- Partnering with stakeholders to promote ethical business practices.

Core Human Rights Focus Areas

As a security and facilities management company, RMSS Ltd. has identified key human rights areas central to our business:

- Rights to **life, liberty, security, privacy, and due process.**
- **Labor rights**, including freedom of association, collective bargaining, and equitable living standards.
- **International standards** for the use of force and compliance with humanitarian laws.

While respecting all human rights, we prioritize rights that align closely with the nature of our operations, particularly in high-risk environments such as post-conflict areas and detention settings.

“Protect, Respect & Remedy” Framework

RMSS Ltd. adopts the UN’s **Protect, Respect, and Remedy** framework to guide our operations:

- **Protect:** Respect human rights through responsible service delivery and community engagement.
- **Respect:** Comply with legal and ethical standards in all business activities.
- **Remedy:** Provide accessible mechanisms for addressing human rights grievances.



Human Rights Due Diligence

We integrate human rights due diligence into our operations to identify, prevent, and address actual and potential risks. Insights from these processes inform our mitigation strategies and ensure effective remedies where needed.

Operational Consistency

Operating in diverse geographic and regulatory environments, RMSS Ltd. is committed to maintaining consistent standards for human rights across all contexts. We:

- Comply with local and international human rights laws.
- Avoid exacerbating human rights challenges in weak or abusive governance contexts.
- Uphold international standards, ensuring that staff and operations do not conflict with universal human rights principles.

Management and Responsibility

All RMSS Ltd. employees are expected to respect and protect human rights. Our leadership is tasked with actively mitigating risks, addressing concerns, and fostering a culture of human rights awareness.

This policy is endorsed by senior leadership and the RMSS Ltd. Ethics Committee, reflecting our values and commitment to ethical business practices.

Reporting Concerns

RMSS Ltd. operates a confidential **Speak Out** service, enabling employees and stakeholders to raise concerns about human rights or other ethical issues. No reported abuse will be ignored, and appropriate action will be taken to address violations promptly and effectively.

Policy Version: 1.0

Effective Date: December 31, 2023

Policy Review: Annually

Document ID: HRP-RMSS-001

Status: Live Document