



SKYE GUARDING  
— YOUR SECURITY PARTNER —

# Skye Guarding Policies



## Social Accountability Policy

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## Social Accountability Policy Statement

### Our Values

Skye Guarding aspires to be a leader in social accountability within the Security industry by promoting a positive culture with respect to human rights and the continuous improvement of working conditions.

### Our Commitment

Skye Guarding is committed to managing our operations in a way that complies with all relevant employment legislation.

### Our Principles

Skye Guarding will continuously identify, assess, manage, and improve the elements of our operation that impact on social accountability. In line with sound business practice, we will:

- Conduct our business with fairness, honesty, integrity, and respect for the interest of our stakeholders.
- Comply with the laws and regulations within the countries in which we operate.
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management, and manage compensation and working hours.
- Implement a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of our performance.
- Provide awareness training on social accountability and where required job specific training for employees.
- Encourage suppliers and contractors to support our principles and commitment to social accountability and introduce programmes aimed at supporting these principles.

### Policy Control and Review

Copies of this policy will be communicated to every employee and be available to all other interested parties. The Managing Director will approve policy changes.



Shahid Chaudhry  
Managing Director

Date: 01/01/2024

Owner	Compliance	Approved by	Managing Director	Version	3
Author	Compliance Manager	Date of Issue	01/01/2024	Related to PRO	SG-POL-22