

Human Rights Policy Statement

LARSA is firmly committed to upholding the highest standards of human rights. As a member of the International Code of Conduct Association (ICoCA), we align our operations with the United Nations Guiding Principles on Business and Human Rights, which are deep-seated in the International Bill of Human Rights. In line with our commitment to the International Labour Organization's (ILO) core labour standards, we uphold the principles of:

- Freedom of association and collective bargaining
- Elimination of all forms of forced or compulsory labour
- Abolition of child labour
- Elimination of discrimination in employment and occupation

At LARSA, we are committed to treating every employee fairly and without discrimination. Our employees and suppliers have the right to work in conditions that respect their dignity and fundamental rights. We also respect the human rights of individuals in communities that may be impacted by our operations.

Freedom of Association

We will comply with all applicable laws concerning workers' rights to form or join trade unions and engage in collective bargaining, as well as their right to refrain from such activities without interference.

Human Rights Policy and Guidelines

This Policy embodies our dedication to respecting human rights, recognizing their importance for a private security company. Our Human Rights Guidelines set clear expectations for the conduct of our company, employees, stakeholders, and business partners. It is the responsibility of every LARSA employee to foster a workplace that upholds human rights and remains free from all forms of discrimination and harassment, in accordance with this Policy.

Reporting Violations

If any employee believes that our Human Rights Policy or applicable laws are being violated, they are encouraged to report the issue immediately to their manager, Human Resources, legal counsel, or the General Manager. We take such reports seriously and ensure they are handled appropriately.

Ethical Business Partnerships

We strive to collaborate with business partners whose practices align with our commitment to human rights and ethical conduct. Additionally, we work closely with clients to ensure that our contractual obligations do not compromise human rights.