


CONTROL NUMBER		TITLE	
POL-SEC-002		STATEMENT OF CONFORMANCE POLICY	
<b>Owner:</b>	Jeff Morin	<b>Approved Date:</b>	09 05 2018
<b>Approved By:</b>	Victor Esposito, CEO		

Signature:

Victor Esposito

June 5, 2018

## STATEMENT OF CONFORMANCE POLICY

The Revision History is by no means a detailed account of all the changes made and is only provided as a summary or guide to the sections in which changes have been made. It is expected that employees review the entire document upon release. Changes received after the latest version listed below is published, shall need to be recorded on a Document Change Request Form and submitted in accordance with established procedures to initiate a new Version.

Version Date	Version #	Section Title/Description of Change	Changed By
6/14/2018	001	Update of document date October 2015	Steve Tidwell
9/5/2018	002	Updated Process Owner	Jeff Morin

## 1.0 Scope

This statement and policy applies to all Sallyport Corporate staff and global employees.

## 2.0 References

ISO 18788 – 2015 'Management Systems for Private Security Organizations'

ANSI / ASIS PSC.1 – 2012 'Management System for Quality of Private Security Company Operations'

## 3.0 Statement of Conformance

Sallyport's mission is to provide the world's finest protective services to our customers anywhere in the world, in any environment, at any time. Frequently our operations occur where governance and the rule of law have been undermined by natural disasters, conflict, or debilitating corruption. In such environments, a Private Security Company's legitimacy, credibility, and ability to operate are based solely on the degree to which its operations and personnel comply with established international standards of law, respect for human rights, and fundamental freedoms. Therefore, the most important cultural constant Sallyport will maintain is the insistence that every employee, every operation, and every business process be aligned and in compliance with accepted international standards for law, human rights, and ethical value systems.

Sallyport leadership is committed to the principles and policies depicted in the United Nations Guiding Principles on Business and Human Rights, 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 of 17 September 2008, the International Code of Conduct (ICoC) for Private Security Service Providers of 9 November 2009, ISO 18788 *Management Systems for Private Security Organizations* and the ANSI/ASIS PSC.1-2012 *Management System for Quality of Private Security Company Operations*.

Sallyport will utilize these documents as the foundation that will guide every aspect of its protective service operational policies, processes, and procedures. Sallyport will also ensure our corporate culture is infused with the tenets, ideals, and concepts depicted in these international standards documents. In addition to these international PSC standards, Sallyport will also implement and adhere to its own stringent ethical values, described in our policies linked to Business Conduct and Ethics.

The Sallyport Employee Handbook for Employees in Iraq has been infused with and guided by the principles and philosophies established by the U.N. Guiding Principles, the Montreux document and the ICoC. All employees will be required to adhere to both the spirit and the letter of these documents.

The Sallyport Quality Management System (QMS) is comprised of a suite of models, documents, policies, processes, procedures, tools, and personnel tailored to improve the quality of Sallyport protective services. The Sallyport QMS is the company's main initiative designed to ensure our operations comply with the PSC industry's required standards regarding law, human rights, ethics, and fundamental freedoms. Every component of the Sallyport QMS is aligned with the principles depicted in the industry's accepted standards for respecting law, human rights, and freedoms.

Sallyport recognizes and asserts its agreement and compliance with the U.N guiding principles which assert that (a) a State has an ever-present obligation to respect, protect, and fulfill human rights and fundamental freedoms for its people; that (b) in its role as a business enterprises operating in specialized segments of society performing specialized functions, businesses should be required to comply with all applicable laws of the State and to respect human rights; and (c) there is a need for rights and obligations to be matched to appropriate and effective remedies when those rights and/or obligations are breached. Sallyport operations will be conducted in accordance with the truths of these guiding principles.

**3.1** Sallyport personnel shall maintain the following commitments necessary for the provision of high quality protective services.

**3.1.1** A commitment to continual improvement in the areas of operational excellence, safety, and business processes and procedures— Sallyport employees shall commit to the concept of continuously improving every activity associated with the provision of protective services to customers.

**3.1.2** A commitment to avoid, prevent, and/or reduce the likelihood and consequences of disruptive or undesirable events— Sallyport personnel shall commit to planning, acting, or reacting in ways which will help to avoid or mitigate the likelihood and consequences of potentially unstable situations or events.

**3.1.3** A commitment to comply with applicable rules, regulations, policies, and procedures which may apply during contract or program operations— Sallyport personnel shall commit to scrupulously adhering to all required constraints emanating from either international, U.S., or host nation laws and/or regulatory policies.

**3.1.4** A commitment to human life, human rights, and public safety as the company's first priority— Sallyport personnel shall commit to maintain as their 'prime directive' in every action the immutable requirement to ensure the personal safety of human life and the obligation to preserve and uphold internationally-recognized standards of human rights.

**3.1.5** A commitment to levy upon subcontractors, vendors, partners, or team members a requirement to comply with the same obligations as held by Sallyport and as described in the standards covered in the Montreux Document, the International Code of Conduct, and the ANSI/ASIS PSC.1-2012 Management System for Quality of Private Security Company Operations—Requirements and Guidance— Sallyport leadership commits to the principle of employing only subcontractors and outsource partners that wholeheartedly commit to upholding the accepted industry best-practices and standards established for Private Security Companies (PSCs).

This Statement of Conformance shall be documented, implemented, and maintained by Sallyport corporate leadership. It will be communicated to, and confirmed by, all personnel employed by or working on behalf of Sallyport. It shall be made available to all Sallyport stakeholders and visibly enforced by Sallyport senior leadership.