



Statement of Conformance

HAFA SECURITY SERVICES SDN. BHD.

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Introduction:

HAFA Security Services Sdn Bhd has developed and implemented an ISO 18788 Security Operations Management System (SOMS) which is integrated in our Security Operations Management System (SOMS), in order to document the company's best security operations' practices, safeguard its security operations and its clients while ensuring respect for human rights, applicable laws and fundamental freedoms and to continuously improve the overall management of its security operations.

Commitment to Standards:

HAFA Security Services Sdn Bhd is committed to, and conforms to, the requirements of the international standards ISO 18788, and complies with the relevant principles, legal obligations, voluntary commitments, and good practices of:

- a) International Code of Conduct for Private Security Service Providers;
- b) Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies during Armed Conflict;
- c) Guiding Principles on Business and Human Rights; Implementing the United Nations "Protect, Respect and Remedy" Framework 2011; and
- d) any other applicable internationally recognized human rights commitments (e.g. Voluntary Principles on Security and Human Rights).

Policy Compliance and Enforcement

Significance of Compliance:

Compliance with this Policy is of paramount importance. Any violations will be treated as serious offenses and will incur penalties.

For Company Personnel:

Non-compliance by company personnel may result in:

- a) Disciplinary actions, up to and including termination of employment.
- b) Legal action, if warranted, in accordance with enforcement legislations.
- c) For Subcontractors and Suppliers:

Non-compliance by subcontractors and suppliers may lead to:

- a) Immediate revocation of contract awards for business transactions, without any liability to the Company.
- b) Immediate termination of contracts for business transactions, without any liability to the Company.

Responsibilities of Heads of Department and Managers:

Each Head of Department, reporting to Top Management, along with managers at all levels, is responsible for:

- a) Ensuring this Policy and any updates are communicated and implemented within their areas of responsibility.
- b) Ensuring that employees, subcontractors, suppliers, and other relevant stakeholders have read, understood, and follow this Policy.



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Individual Responsibilities:

All internal employees and external stakeholders are individually responsible for:

- Reading, understanding, and adhering to this Policy.

Statement of Conformance:

The Company's Statement of Conformance can be accessed on our website: <https://hafasec.com/>

Policy Review:

This Policy shall be regularly reviewed to ensure its continued adequacy and relevance.


A handwritten signature in black ink, appearing to read "C. [Signature]".

A circular blue stamp with the text "HAFA SECURITY SERVICES SDN. BHD." around the perimeter and "REG. NO: 1324859-A" in the center.

Approved by:

Managing Director

Date: 01 September 2024