NSSL Human Rights Policy

1. Introduction

NEC Security Services SMC Limited (NSSL) is committed to upholding the highest standards of human rights in all aspects of its operations. This policy aligns with the International Code of Conduct Association (ICOCA) principles and outlines our approach to ensuring respect for human rights in our security services.

2. Purpose

To establish guidelines and procedures for respecting and protecting human rights in all NSSL operations, ensuring compliance with international human rights standards and ICOCA principles.

3. Scope

This policy applies to all NSSL employees, contractors, and third parties involved in the provision of our security services, including advanced surveillance systems and personnel.

4. Human Rights Principles

4.1 Detention

- **Authorized Detention:** NSSL personnel are restricted from guarding, transporting, or questioning detainees unless specifically contracted by a state to perform these services.
- **Humane Treatment:** All detainees must be treated humanely and with respect for their dignity and wellbeing. NSSL personnel must ensure the physical and mental well-being of detainees under their care.

4.2 Apprehension

- **Permitted Circumstances:** Apprehension of persons is permitted only when there is an imminent threat of violence against company personnel or others, or in the event of an attack or crime against company personnel, clients, or property under personnel's protection.

- **Legal Compliance:** Apprehension procedures must be consistent with national and international laws. Personnel must respect the rights of apprehended persons and hand them over to competent authorities at the earliest opportunity.
- **Record Keeping:** All instances of apprehension must be documented and recorded by the company.

4.3 Prohibition of Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment

NSSL strictly prohibits any form of torture, cruel, inhuman, or degrading treatment or punishment by its personnel. All actions must comply with international human rights standards.

4.4 Prohibition of Sexual Exploitation and Abuse and Gender-Based Violence

NSSL prohibits any form of sexual exploitation, abuse, and gender-based violence by its personnel. Any violations will be subject to strict disciplinary actions and reported to the appropriate authorities.

4.5 Human Trafficking

- **Recruitment Procedures:** NSSL implements stringent recruitment procedures to mitigate the risk of human trafficking. Background checks and vetting processes are conducted to ensure that personnel are not involved in human trafficking activities.
- **Transportation Services:** When contracted to provide transportation services, NSSL exercises due diligence to ensure that individuals are not being transported for the purpose of human trafficking. Any suspicious activities must be reported immediately to the appropriate authorities.

4.6 Child Labour

NSSL does not employ personnel under the age of 18. The company adheres to all relevant laws and regulations regarding child labor.

4.7 Discrimination

NSSL prohibits any form of discrimination against candidates or employees on the grounds of race, color, sex, religion, social origin, social status, indigenous status, disability, or sexual orientation. All recruitment, employment, and operational practices are conducted in a non-discriminatory manner.

4.8 Prohibition of Bribery and Corruption

NSSL strictly prohibits any form of bribery or corruption. Personnel must not engage in, support, or tolerate bribery, extortion, or any form of corruption. All business practices must be conducted with integrity, transparency, and in compliance with applicable laws and regulations. Any violations of this principle will result in disciplinary action and will be reported to the appropriate authorities.

5. Implementation and Compliance

5.1 Training and Awareness

- **Employee Training:** Provide regular training to all employees on human rights principles, this policy, and their responsibilities in upholding human rights.
- **Contractor and Third-Party Training:** Ensure that contractors and third parties involved in NSSL operations receive appropriate training on human rights standards and this policy.

5.2 Monitoring and Reporting

- **Monitoring Compliance:** Regularly monitor compliance with this policy through audits, inspections, and assessments.
- **Incident Reporting:** Establish a mechanism for reporting human rights violations. Ensure that all reported incidents are thoroughly investigated, and appropriate actions are taken.

5.3 Continuous Improvement

- **Policy Review:** Regularly review and update this policy to reflect changes in the operating environment and emerging human rights issues.
- **Feedback Mechanism:** Implement a feedback mechanism for employees, contractors, and stakeholders to provide input on the company's human rights practices.

6. Accountability

NSSL holds all personnel accountable for adhering to this Human Rights Policy. Violations of this policy will result in disciplinary actions, up to and including termination of employment or contract, and may be reported to the appropriate authorities.

7. Approval

Approved by: **Date: 31/07/2024**

Col. Moses Mwesigwa
General Manager