



HUMAN RIGHTS POLICY

Good Knight Security Services

Document Reference: GKS-HR-POL-002 – Human Rights Policy

Version: 1.0

Effective Date: April 2026

Review Cycle: Annual

Approved By: CEO

1. Purpose

This policy establishes the commitment of Good Knight Security Services (GKS) to uphold, respect, and promote human rights across all areas of its operations. It defines the principles, responsibilities, and operational expectations required to prevent, mitigate, and respond to any actual or potential human rights risks arising from security activities. GKS recognizes that operating in complex and high-risk environments requires not only compliance with legal obligations, but also a proactive approach to safeguarding the dignity, safety, and rights of all individuals affected by its operations.

2. Scope

This policy applies to all GKS personnel, including management, employees, and contractors, and covers all services delivered by the company, including static guarding, mobile security, and close protection operations. It applies throughout all phases of activity, from pre-deployment planning through active operations and post-incident review.

3. Legal and International Framework

GKS conducts its operations in alignment with internationally recognized human rights standards and industry best practices, including the International Code of Conduct Association, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, and the Voluntary Principles on Security and Human Rights. GKS also complies fully with all applicable national laws and regulatory requirements in Afghanistan, including those issued by the Ministry of Interior.

4. Policy Statement

GKS maintains a zero-tolerance approach to human rights abuses and is committed to ensuring that its operations neither cause nor contribute to violations. The company actively works to identify and manage risks, and where concerns arise, it takes immediate and appropriate corrective action. This policy is communicated across all levels of the organization and is made available to personnel to ensure full awareness and consistent application. GKS will not engage in, support, or continue any activity where there is a clear and unmanaged risk of human rights harm.

5. Right to Refuse or Withdraw Services

GKS reserves the right to refuse, suspend, or withdraw from any operation where human rights risks cannot be adequately controlled or where client instructions conflict with legal or ethical obligations. Such decisions are subject to internal escalation and formal review, ensuring they are taken in a structured and accountable manner.

6. Roles and Responsibilities

Responsibility for the implementation of this policy rests with all levels of the organization. Senior management is accountable for ensuring that adequate systems, resources, and oversight mechanisms are in place. Operational leadership, including the Country Operations Manager and Country Security Manager, is responsible for translating policy into practice through effective planning, supervision, and control. Supervisors are responsible for monitoring day-to-day conduct and ensuring personnel operate in accordance with established standards. All personnel are required to act in a manner consistent with this policy and to report any concerns or incidents without delay. Failure to comply with these obligations may result in disciplinary action.

7. Human Rights Risk Management

GKS adopts a structured and continuous approach to human rights risk management. Prior to deployment, risk assessments are conducted to identify potential impacts associated with the operational environment, client activities, and the nature of the services provided. These assessments are continuously reviewed and updated throughout the lifecycle of operations. Particular attention is given to the potential impact on local communities, escalation scenarios, and the conditions under which force may be required. Findings are integrated into operational planning, briefing processes, and supervision frameworks.

8. Client Engagement

GKS expects its clients to operate in a manner consistent with recognized human rights standards. Where concerns are identified, the company engages constructively with clients, provides guidance, and documents any issues that arise. If such concerns are not addressed and risks remain, GKS reserves the right to suspend or terminate services in line with its ethical and legal obligations.

9. Local Community Considerations

GKS acknowledges the importance of maintaining positive and respectful relations with local communities. Operations are planned and conducted with due consideration for local customs, cultural sensitivities, and the broader social environment. The company seeks to minimize disruption and ensure that the safety and wellbeing of civilians remain a priority at all times.

10. Use of Force

GKS personnel are required to take all reasonable measures to avoid the use of force. Where force becomes necessary, it must be applied strictly in accordance with applicable laws and established procedures. Any use of force must be proportionate, necessary, and appropriate to the threat encountered. The use of lethal force is strictly limited to situations involving an imminent threat of death or serious injury and may only be used in self-defence or the defence of others. All incidents involving the use of force are subject to immediate reporting,

formal documentation, and management review to ensure accountability and continuous improvement.

11. Weapons and Equipment Control

All weapons and related equipment are managed under strict control measures to ensure safety, accountability, and compliance with legal requirements. GKS ensures that all weapons are properly authorized, securely stored, and issued only to qualified personnel. The handling, transfer, and use of such equipment are conducted in accordance with applicable regulations and internal procedures.

12. Reporting and Whistleblowing

GKS promotes a culture of transparency and accountability, where all personnel are encouraged and required to report any suspected or actual human rights violations. Reporting is facilitated through established internal channels, including line management and official communication systems. Reports are treated seriously and handled in a fair, timely, and confidential manner. GKS strictly prohibits retaliation against individuals who report concerns in good faith.

13. Incident Management and Accountability

All reported incidents are subject to structured investigation processes to determine facts, identify root causes, and implement corrective actions. Where violations are confirmed, appropriate disciplinary measures are applied, and lessons learned are incorporated into future operations to prevent recurrence.

14. Related Policies

This policy forms part of a broader governance framework and should be read in conjunction with other key GKS policies and procedures, including those relating to code of conduct, anti-corruption, use of force, incident reporting, health and safety, and whistleblowing.

15. Training and Awareness

GKS ensures that all personnel receive appropriate training to understand and implement this policy effectively. This includes initial induction training as well as periodic refresher sessions designed to reinforce standards and address evolving operational risks.

16. Review and Continuous Improvement

This policy is subject to regular review to ensure ongoing alignment with international standards, regulatory requirements, and operational realities. GKS is committed to continuous improvement and to strengthening its human rights performance across all areas of its work.

All personnel are expected to uphold both the letter and spirit of this policy at all times.