

EPM Global Ltd

Security Operations Management System

Statement of Conformance and Commitment

Our public declaration of commitment to lawful, accountable and rights-respecting security operations

EPM Global Ltd provides security advisory, risk consultancy and journey-management services, and unarmed close protection, to clients operating in complex and conflict-affected environments. We operate in an advisory and support capacity. We do not arm personnel, conduct guarding or use-of-force operations, or exercise apprehension, detention or search powers.

As the senior leadership of EPM Global, we make this public declaration of our commitment to the principles and obligations set out below, and to the conformance of our Security Operations Management System with the standards we have adopted. This statement applies to all of our operations and personnel, and to our subcontractors and partners acting within the scope of our management system.

Our commitments

- 1. Conformance with recognised standards.** Our Security Operations Management System is established, implemented and maintained in conformance with ISO 18788:2015 and ANSI/ASIS PSC.1-2022, and is operated consistently with the quality-management principles of ISO 9001:2015.
- 2. The International Code of Conduct.** We commit to the principles and standards of conduct of the International Code of Conduct for Private Security Service Providers (ICoC). We recognise that ISO 18788 is structured to operationalise those principles within our management system, and we conduct our business accordingly.
- 3. Respect for the law.** We comply with the national law of each jurisdiction in which we operate, and we respect applicable international humanitarian law and international human rights law. Where our services are delivered in conflict-affected areas, we observe the legal and regulatory provisions governing access, movement and operations in those areas.
- 4. Respect for human rights.** We respect internationally recognised human rights, we seek to avoid causing or contributing to adverse human-rights impacts through our activities, and we exercise human-rights due diligence appropriate to the environments in which we work. We will not be complicit in human-rights abuses.
- 5. Conduct of operations.** Our personnel act with integrity, proportionality and restraint. Consistent with our advisory and unarmed posture, our work centres on situational awareness, conflict avoidance, de-escalation, personal safety and duty of care. We do not undertake armed security operations or apply use-of-force procedures.
- 6. Prohibited conduct.** We prohibit, and will not knowingly participate in or tolerate, human trafficking, slavery, forced or compulsory labour, sexual exploitation and abuse, torture or cruel, inhuman or degrading treatment, or any other serious human-rights abuse. Where our personnel become aware of such conduct, they are required to report it.
- 7. Support to humanitarian operations.** Where we support humanitarian clients and operations, we respect humanitarian principles and the protection of humanitarian space, and we plan and deliver our services so as to support, and not impede, the safe delivery of humanitarian assistance.

- 8. Selection, vetting and competence of personnel.** We select, vet and engage personnel and subcontractors against defined criteria, and we provide training appropriate to their roles and to the environments in which they operate. We hold our personnel and subcontractors accountable for their conduct.
- 9. Accountability and grievance mechanisms.** We maintain accessible procedures through which internal and external stakeholders, including affected third parties, can raise complaints and grievances. We investigate them impartially, protect those who report in good faith from retaliation, and act on the findings. We cooperate with lawful and competent investigations.
- 10. Reporting, remediation and improvement.** We report unlawful or unethical conduct through appropriate channels, we remediate adverse impacts for which we are responsible, and we use the lessons from incidents, complaints and audits to improve our management system.
- 11. Communication and public availability.** This statement is approved by top management, communicated to our personnel, subcontractors and clients, and made publicly available. We keep it under review and revise it as our operations and obligations change.

Approval

This Statement of Conformance and Commitment is issued and approved on behalf of EPM Global Ltd by:

Name: Damian Zielinski

Position: Chief Executive Officer

Date: 01/06/2026