

Company Culture Statement

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At EPM Global Ltd, people are at the centre of everything we do.

Our clients operate across a wide spectrum of environments — from complex and high-risk settings to private, high-net-worth and ultra-high-net-worth contexts. Whether supporting organisations in challenging operational theatres or providing discreet protection and advisory services to individuals and families, our clients place their trust in us to protect what matters most — their safety, their operations, and their people. That trust defines our responsibility.

Equally, the individuals who deliver our services carry that responsibility on our behalf. They operate in demanding and often unpredictable conditions where judgement, discretion, integrity, and professionalism are critical. We recognise that our success depends on them.

People First

We believe that strong outcomes begin with strong relationships. Our culture is built on:

- Trust
- Mutual respect
- Accountability
- Collaboration

We prioritise people — both those we serve and those we work with — before processes, while recognising that professional standards are what allow that trust to exist and be sustained.

Professionalism and Risk Awareness

In high-risk and high-responsibility environments, professionalism is inseparable from risk management.

All our activities are underpinned by a structured approach to identifying, assessing, and managing risk. We expect our personnel to operate with strong situational awareness, sound judgement, and the ability to make responsible decisions under pressure.

Risk management is not only a process — it is a mindset embedded in how we plan, deliver, and review our operations.

Use of Force and Ethical Conduct

We operate under a principle of minimum necessary intervention. Any use of force must be:

- Lawful
- Proportionate
- Necessary
- Aligned with client requirements and applicable legal frameworks

We expect all personnel to exercise restraint, maintain control, and prioritise de-escalation wherever possible.

Human Rights and Responsibility

We are committed to respecting human rights in all areas of our operations. This includes:

- Treating all individuals with dignity and respect
- Avoiding involvement in any activities that may contribute to human rights abuses
- Ensuring our operations are conducted in line with applicable legal and ethical standards

Our responsibility extends beyond our organisation — to the people and communities affected by our presence.

Responsibility Beyond the Organisation

We operate within local communities, often in sensitive and high-impact environments. We are conscious of the presence we create and the effect we have. We aim to:

- Act with integrity and awareness
- Respect local contexts and communities
- Minimise negative impact
- Contribute positively where possible

Supporting Our People

We are committed to those who work with us, regardless of employment type. We provide:

- Fair and consistent treatment
- Clear expectations and structure
- Opportunities for development
- Direct communication and feedback

We recognise that while many roles are fixed-term, the relationships we build and the standards we set have long-term impact.

Culture in Practice

Our culture is not defined by statements, but by how we operate every day:

- How we build trust with clients
- How we support each other under pressure
- How we manage risk in real time
- How we operate with discretion and professionalism
- How we make decisions in complex environments
- How we uphold standards without losing sight of people

Our strength lies in balancing professionalism with humanity.