

Statement of Conformance and Commitment

EPM Global Ltd — EPM-GOV-SOC-01 — Public

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

This is our public declaration of commitment. It covers all our operations and personnel, and all subcontractors and partners working within the scope of our management system.

Our commitments

1. Standards of operation

Our Security Operations Management System conforms to ISO 18788:2015 and ANSI/ASIS PSC.1-2022, and operates in line with ISO 9001:2015 quality management principles.

2. International Code of Conduct

We are committed to the ICoC for Private Security Service Providers. ISO 18788 is structured to operationalise those principles within our management system, and we conduct our business accordingly.

3. The law

We comply with national law in every jurisdiction where we operate. In conflict-affected areas, we observe applicable international humanitarian law and international human rights law in full.

4. Human rights

We respect internationally recognised human rights. We do not cause or contribute to human rights abuses and we exercise due diligence proportionate to the environments in which we work.

5. How we operate

Our personnel act with integrity, proportionality and restraint. The work centres on situational awareness, conflict avoidance, de-escalation, personal safety and duty of care. We do not conduct armed security operations.

6. What we prohibit

We prohibit and will not tolerate human trafficking, slavery, forced labour, sexual exploitation and abuse, torture, or any other serious human rights violation. Personnel who become aware of such conduct are required to report it immediately.

7. Humanitarian operations

Where we support humanitarian clients, we respect humanitarian principles and the protection of humanitarian space. Our services are planned and delivered to support, not impede, the safe delivery of humanitarian assistance.

8. Our people

We select, vet and engage personnel and subcontractors against defined criteria. We provide training appropriate to their roles and to the environments in which they operate. We hold them accountable for their conduct.

9. Accountability

We maintain accessible complaints and grievance procedures for anyone affected by our work — employees, subcontractors, clients, or members of communities where we operate. We investigate impartially, protect those who report in good faith from retaliation, and act on what we find.

10. Improvement

We report unlawful or unethical conduct through appropriate channels, remediate adverse impacts for which we are responsible, and use the lessons from incidents, complaints and audits to improve how we operate.

11. This statement

This statement is approved by top management, communicated to our personnel, subcontractors and clients, and publicly available. We keep it under review and revise it when our operations or obligations change.

Approved and signed on behalf of EPM Global Ltd:

Damian Zielinski

Chief Executive Officer

01 June 2026