



October 17, 2022

## 1. A LETTER FROM OUR PRESIDENT

Dear Secretary-General,

I am pleased to reaffirm Reed International Inc.'s commitment to the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption.

In this annual communication, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, culture, and day-to-day operations of our company.

International crises caused by the invasion of the Ukraine and the impact of the pandemic on people and economies continue to challenge organizations and societies.

Reed is committed to helping humanitarian relief efforts in the Ukraine and has been collaborating with church groups and NGO's to aid the people of Ukraine.

We also commit to sharing this information with our stakeholders using our primary channels of communication

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Grant Brigden', written over a horizontal line.

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Grant Brigden  
President

## 2. HUMAN RIGHTS

Our people are our greatest asset, and we recognize the importance of their wellbeing and safety. Our human rights policy, standard operating procedures and training initiatives address the following issues:

- **Equality** – Reed does not to discriminate against employees, shareholders, directors, customers, or suppliers on account of race, color, age, sex, religion, national origin, disability, veteran's status, genetic information, sexual orientation, or gender identity or expression. All of such persons shall be treated with dignity and respect, and they shall not be unreasonably interfered with in the conduct of their duties and responsibilities.

- **Dignity and Respect**
  - Workplace Conduct – Reed strives to maintain a work environment that encourages mutual respect and professionalism and is free from all forms of intimidation, harassment, and violence.
  - Harassment – Reed prohibits all forms of harassment of its employees by directors and other employees, including supervisors or other members of management.
  - Trafficking in Persons – Trafficking in persons, forced labor, and commercial sex are contrary to traditional values of dignity and respect and are illegal in the countries where Reed conducts its business. Reed's procurement system consists of policies, training, practices, and oversight of subcontractors' responsibility, including numerous mechanisms to combat Trafficking in Persons.
- **Punitive Action.** Reed will not act against any individual who reports a transgression of the Global Humans Rights Policy.
- **Health, Safety and Environment** – Reed, as an employer, cares for the health and well-being of its employees. Operational safety and health protection are significant in our business. It is our goal to achieve a positive safety culture for our employees, suppliers, and contractors. We enable our employees to maintain a good work-life-balance. We see this as a prerequisite for employees to engage themselves with their families and in the communities in which we live and work.
- **No acceptance of child and forced labor** – Reed does not accept any form of child labor according to the ILO conventions C 138 and C 182. Also we do not tolerate forced or involuntary labor of any kind corresponding to the ILO principles C 29 and C 105. No employee is required to lodge deposits or will be deprived of identity papers when starting to work.
- **Protection of local communities and indigenous people** – As an international security company, Reed is active and present in many places world-wide. We have a duty to minimize any negative physical, social, and environmental impacts and risks on local communities and indigenous people. We recognize the special circumstances of indigenous peoples, and we strive to understand the concerns and expectations of the communities in which we live and work to safeguard the long-term prosperity of our business.

### 3. LABOR

Reed is committed to achieving its business objectives through its people. The Company accepts its ethical and corporate social responsibilities and recognizes its obligation to conduct its activities in full knowledge of, and compliance with, the requirements of applicable employment legislation and Approved Codes of Practice. This is achieved by adopting a policy of best practice in all people management procedures.

Reed maintains an inclusive and objective employment process. Our robust and proactive recruitment efforts include the following principal objectives:

- All employees are selected, and recruited into the organization, based upon their attitude, skill, competency, and aptitude.
- Management philosophies and practices promote and encourage motivation and retention of the best employees.
- The employment relationship is based on mutual trust, fairness, and equality of opportunity for all.
- The dignity of all employees is respected by their managers and fellow employees.
- No employee is subjected to discrimination or bullying of any kind.
- All employees are trained to carry out their role competently, in compliance with relevant legislation and guidance, and are supported to develop to their full potential
- Compensation and reward mechanisms are designed to motivate all employees to work towards the achievement of Corporate and Individual goals
- Communications between management, employee representatives and individuals are mutually accepted as open and honest.
- Reed complies with minimum wage standards
- Reed's Human Resources Department provides professional advice, guidance, and practical support in employment matters to all levels of the business.

#### **4. ENVIRONMENT**

Reed recognizes its moral and legal responsibility to provide a safe and healthy work environment for employees, clients, and visitors. This commitment extends to ensuring that the organization's operations do not place the local community or environment at risk of injury, illness, or property damage.

Reed is committed to:

- Comply with applicable legal requirements and other requirements to which the Company subscribes which relate to its environmental aspects.
- Reed's policy is based on the OSHA Law & Regulations.
- Prevent pollution, reduce waste, and minimize the consumption of resources.
  - Considering the effects that our operations may have on the local community
  - Actively promote recycling both internally amongst its customers and suppliers
  - Taking action to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts
- Educate, train, and motivate employees to carry out tasks in an environmentally responsible manner, by.
  - Promoting environmental awareness amongst our suppliers, contractors, and partners by implementation of operational procedures
  - Raising our employees' awareness of environmental issues, encouraging environmentally responsible behavior, and providing appropriate training to enable them to play a full role in implementing our environmental policy.
  - Encourage environmental protection among suppliers and subcontractors.
- The Company is committed to continual improvement of environmental performance.

## 5. ANTI-CORRUPTION

- Reed is committed to conducting all its business in an honest and ethical manner, and has a zero-tolerance policy towards fraud, bribery, and any form of dishonesty in its transactions.
- Reed will uphold all laws relevant to countering bribery, fraud, and corruption in all the jurisdictions in which it operates. No matter where Reed, its employees, including contractors, or agents operate, they must abide by the laws of the USA, in respect of conduct both at home and abroad.
- Reed's anti-corruption policy applies to the conduct of all employees and any third party acting on its behalf, a non-exhaustive list of which includes permanent and fixed term staff, consultants, contractors, trainees, seconded staff, casual workers, or any other person associated with Reed, any of its subsidiaries or their employees, wherever they may be located.
- Reed draws this policy to the attention of consultants and contractors through its procurement processes and primary communication channels.

## 6. MEASURES OF SUCCESS

We measure our effectiveness in meeting the goals of the UN Global Compact through measurable data.

Take-aways from our most recent figures and events include:

- 100% of Reed's employees and contractors completed the mandatory Human Rights, Sexual Harassment and CTIP training.
- Zero bribery and corruption cases reported.
- As of 1 October 2022, approximately 95 % of Reed employees and contractors are racially and ethnically diverse.
- Reed partnered with NGO's and church organizations to conduct missions in Ukraine to evacuate children and medically compromised citizens.
- Reed facilitated and delivered medical trauma kits to the frontline in Ukraine
- Reed was ISO 18788:2015 certified and ISO 9001:2015 and ANSI/ASIS PSC1: 2012 recertified.
- Reed is a certified member of the International Code of Conduct (ICoCA)
- Achieved ISOA Women, Peace, and Security Certification.