



Human Rights Policy

Administration Department



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Revisions

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Rev.	Date	Revision Description
00	01/01/2022	Initial release of the document.
01	31/12/2023	Comprehensive review and updates, including layout improvements.
02	31/12/2024	Revisions to align with company standards, enhance document quality, and update layout for 2025.
03	31/12/2025	Revisions to align with company standards, enhance document quality, and update layout for 2026.
04	01/04/2026	Document cover pages updated for consistency with current formatting standards.



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1. Introduction

Septimius Security is committed to upholding and promoting human rights in all aspects of our operations. As a responsible private security provider, we recognize that our activities impact employees, clients, suppliers, and communities. We are dedicated to ensuring that our operations respect human rights, prevent exploitation, and comply with relevant legal frameworks.

As an Affiliate of the International Code of Conduct Association (ICoCA), we support its principles and objectives while working toward alignment with internationally recognized human rights standards.

This Human Rights Policy applies to all employees, contractors, suppliers, and partners, ensuring that human rights considerations are fully integrated into our operations.

2. Compliance with Libyan Law & ICoCA

Septimius Security ensures full compliance with Libyan labor and human rights laws while aligning with the principles of the International Code of Conduct Association (ICoCA).

- **Libyan Labor & Human Rights Laws** – Septimius Security adheres to all national labor regulations, ensuring fair wages, employment rights, and workplace safety in accordance with Libyan legal requirements.
- **ICoCA Compliance** – As an Affiliate, we support ICoCA's human rights and ethical security standards and work towards full alignment.

3. Respect for Human Rights

Septimius Security is committed to the protection and promotion of human rights across its operations, supply chains, and client engagements.

3.1. Fair Employment & Labor Rights

- **Transparent recruitment practices**, including written employment contracts with clear job responsibilities.
- **Fair wages** that comply with Libyan labor laws, ensuring timely payments in full.
- **No exploitative labor practices** such as withholding wages, restricting movement, or confiscating identity documents.
- **Work-life balance compliance**, ensuring adherence to legal working hours, overtime regulations, and leave entitlements.



3.2. Non-Discrimination & Equal Treatment

- Zero tolerance for discrimination based on gender, ethnicity, nationality, religion, disability, or social status.
- Commitment to gender equality, ensuring fair pay and equal opportunities.
- Providing workplace accommodations for employees with disabilities.

3.3. Prevention of Modern Slavery & Forced Labor

Septimius Security is committed to eradicating modern slavery, forced labor, and human trafficking within our operations and supply chains.

- No forced or bonded labor – Employees must work freely and without coercion.
- No recruitment fees – Employees will not be charged fees for employment.
- Freedom of movement – No employee shall have their passport, visa, or work permit withheld as a condition of employment.
- Mandatory due diligence – Suppliers and contractors must comply with anti-slavery commitments and provide transparency in hiring practices.
- Grievance reporting system for employees to report concerns related to modern slavery.

3.4. Prohibition of Child Labor

- Strict prohibition of child labor in all company operations and supply chains.
- Subcontractor screening to ensure compliance with international child labor laws.
- Support for education initiatives, including vocational training for youth.

3.5. Prevention of Exploitation, Abuse & Harassment

- Zero tolerance for sexual exploitation, abuse, and gender-based violence (GBV).
- Mandatory anti-harassment training for all employees.
- Strict enforcement of disciplinary actions against workplace harassment.

3.6. Security Operations & Human Rights

- Ethical security protocols, ensuring proportional use of force and respect for human dignity.
- Regular training on human rights, IHL (International Humanitarian Law), and security best practices.
- Prevention of arbitrary detention and ensuring actions follow legal due process.



3.7. Health, Safety & Well-Being

- Maintaining a safe working environment, aligned with Libyan safety regulations.
- Workplace risk assessments to identify and mitigate hazards.
- Medical care and first aid access at operational sites.

4. Implementation & Compliance

Septimius Security integrates human rights considerations into all areas of our business through:

4.1. Training & Awareness

- Mandatory training for all employees, contractors, and security personnel on human rights, labor rights, and ethical conduct.
- Awareness campaigns to ensure employees understand their rights and responsibilities.

4.2. Supplier & Subcontractor Due Diligence

- All suppliers and subcontractors must comply with Septimius Security's human rights policy.
- Risk assessments ensure third-party compliance with ethical labor standards.
- Contractual agreements require suppliers to uphold human rights commitments.

4.3. Monitoring & Evaluation

- Regular audits to review compliance with human rights policies and labor standards.
- Dedicated compliance officers to monitor and report on human rights performance.

4.4. Reporting & Grievance Mechanisms

Septimius Security provides confidential, accessible, and secure reporting channels for human rights violations:

- Internal Reporting – Employees can report concerns to their direct manager, Administration Manager, or General Manager.
- Anonymous Reporting – Reports can be submitted via libya@septimiussecurity.com.
- Third-Party Complaints – External stakeholders, including subcontractors and communities, can report concerns via Septimius Security's public grievance system.

All reports are treated confidentially, and individuals are protected from retaliation.



5. Use of Force & Security Operations

Septimius Security ensures that force is used only as a last resort and in compliance with Libyan law and ICoCA standards.

- Force must be proportionate, reasonable, and legally justified.
- De-escalation techniques must be prioritized.
- Strict reporting requirements for any incidents involving force.

6. Policy Review & Continuous Improvement

This policy will be reviewed annually to reflect:

- Changes in Libyan labor and human rights laws.
- ICoCA updates and compliance requirements.
- Feedback from employees, external stakeholders, and human rights organizations.

7. Conclusion

Septimius Security remains committed to upholding human rights, preventing modern slavery, and ensuring ethical employment practices. Through strict compliance measures, supplier oversight, and grievance mechanisms, we work to create an environment that is safe, fair, and respectful for all.

We encourage all employees, partners, and stakeholders to uphold this policy and contribute to a culture of accountability, integrity, and respect for human rights.





2026



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