

Global Compact Communication on Progress (COP) 2017

DDNS Security Operations (PVT) LTD T/A SECURICO Security Services

	Assessment, principles, goals	Implementation	Measurement of results
Human rights	SECURICO is committed to the observance and enforcement of human rights as enshrined in the UN Charter on human rights. The company takes steps to ensure that its employees, agents, suppliers and other stakeholders are not complicit in human rights abuses.	<ol style="list-style-type: none"> 1. Included Human Rights in the basis induction training program. 2. Developed and communicated a human rights policy to employees, supplies, clients and other stakeholders. 3. Included prohibition of human rights abuses in employment contracts and contracts with suppliers. 4. Developed mechanisms to report human rights abuses through stakeholder feedback and anonymous tip-offs through Deloitte' Tip-Off Anonymous. 	<p>Monitoring prevalence levels of corrupt activities in the organisation through tip-offs and complaints/feedback received.</p> <p>No complaints were received in 2017</p>
Labour standards	<p>SECURICO complies with all labour laws as prescribed in;</p> <ul style="list-style-type: none"> - the Labour Act (Chapter 28:01), - the Collective Bargaining Agreement: Security Industry – Statutory Instrument 76 of 2012, - Statutory Instrument 72 of 1997 - Labour Relations (Employment of Children and Young Person) Regulations which prohibits the use of child labour. 	<ol style="list-style-type: none"> 1. Drafted a legal register with all legal instruments that the company is required to comply with. Departments in the organisation are required to record on this corporate legal register their level of compliance with each legal requirement with reasons for any non-compliance. 2. Included mechanisms for legal compliance in the company's SHEQ procedures. 3. Included legal compliance with labour standards in the performance scorecards of Senior and mid-level management and supervisors. 	<p>Monitoring is done through;</p> <ol style="list-style-type: none"> 1. Internal audits conducted by Marianhill a company contracted to conduct internal audits. 2. Internal audits conducted by SECURICO internal SHEQ auditors. 3. External Audits conducted by DQS South Africa.

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	SECURICO is an equal opportunity employer and employs over 900 women making it the largest employer of women in Zimbabwe outside of Government.		4. External financial audits contacted by EY Compliance rating for 2017 is 100%.
Environmental protection	SECURICO complies with environmental regulations and standards on the protection of the environment in relation to organisational activities that have an impact on the environment. Compliance is enforced throughout Zimbabwe.	<ol style="list-style-type: none"> 1. Certification to ISO 14001- certified environmental management system by DQS South Africa. 2. Obtained mandatory licence i.e. disposal of hazardous waste (used oil). 3. Addressed all non-compliances noted in both internal and external audits. 	1. All non-compliances addressed.
Combating corruption	SECURICO commits itself to good corporate governance and to fight against all forms of corruption, bribery and unethical conduct. The business promotes transparency and ethical conduct at all levels in the organisation and enforces zero tolerance to corruption in its interactions with suppliers, clients, Government and other stakeholders.	<ol style="list-style-type: none"> 1. Developed and communicated an Anti-Fraud and Anti-Corruption Policy signed by all employees and supplies. 2. Included prohibition of fraud and corruption in employment contracts and procurement contracts with suppliers. 3. Included prohibition of fraud and corruption in the basic induction training of new employees. 4. Subscribed to Deloitte Tip-Off Anonymous and trained employees how to submit anonymous reports on corrupt practices. 5. To communicate the policy on the company website. 	<p>Monitoring prevalence levels of corrupt activities in the organisation through tip-offs and complaints received.</p> <p>All reports received were addressed and feedback given to employees and other stakeholders where applicable.</p>