



Leaders in explosive threat mitigation

Communication on Progress

Optima Defence & Security Group Limited (Optima) and its affiliates (Optima Group) is pleased to present its second Communication on Progress (COP) affirming our continued commitment to supporting the ten UN Global Compact principles.

12 April 2019 to 10 June 2021

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Statement of Support

I am pleased to confirm Optima Group reaffirms its support for the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This document sets out our Communication on Progress with the United Nations Global Compact for the period 12 April 2019 to 10 June 2021.

In this Communication on Progress, we describe the actions that Optima Group has taken to support the United Nations Global Compact and its principles.

The Covid Pandemic has meant that over the past year we have been unable to make the progress that we had planned. If, as anticipated, Covid restrictions in the UK continue to be relaxed then I expect my team to make much more progress over the coming reporting period.

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



Keith Hammond
Chief Executive Officer and Founder
Optima Defence & Security Group Limited

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Optima Group

As an established leader in explosive threat mitigation, Optima has grown steadily to provide world-renowned services - not only for international organisations, governments and public bodies but also for any commercial organisation that may encounter explosive threats. Established in 2009, Optima found initial success developing IED (Improvised Explosive Device) search and mitigation capabilities for the British Army in Afghanistan. Since then, Optima Group have successfully carried out contracts in Egypt, Iraq, Kazakhstan, Kenya, Mali, Pakistan, Somalia, Ethiopia, Indonesia, Libya, UAE, Taiwan, United States of America, and throughout Europe.

Optima Group comprises four specialist divisions (Optima, Fellows International, Rule of Law and TRITON), each with stand-alone expertise and services that when combined provide unparalleled specialist services across multiple clients and sectors. Optima Group is proud to be transforming lives in some of the most challenging locations in the world.

Optima

Optima works with military, police, international development agencies, donors, commercial counter-threat companies, Non- Governmental Organisations (NGOs) and government organisations to enable stabilisation and reconstruction of former conflict zones through explosive threat mitigation and IED clearance. By providing advisory services, training services and operational search and clearance operations, Optima helps protect communities from increasingly complex explosive threats and as a result enables the start of post conflict reconstruction.

Fellows International

Fellows are experts in unexploded ordnance (UXO) risk management in the commercial renewables, land and maritime construction sectors in the UK and overseas. For over two decades, it has supported the construction and maritime industries with risk assessments, site surveys and clearance using its own skilled clearance team.

Rule of Law

Optima Rule of Law provides consultancy and training services worldwide. It operates in high risk environments and developing states where millions are affected by the breakdown of Governance and the Rule of Law. This specialist division provides strategic and operational justice assistance to law enforcement, prosecutors, judges and policy makers - helping improve justice and protect human rights; increase national security; reduce the threat of transnational crime; and help build prosperity. From strategic criminal justice analysis and consultancy through to advisory guidance on systemic and organisational reform, they can provide access to a network of highly skilled practitioners and justice advisors able to work as part of an intelligent and joined-up approach to complex and sensitive issues.

TRITON

TRITON is the principal critical threat intelligence source for leaders in the commercial human security and government sectors. The TRITON platform uses advanced artificial intelligence to gather open source intelligence and real time social listening to create a narrative of threats as they emerge around the world. Triton provides relevant, timely reporting on explosive hazards worldwide, identifying trends and development in terrorist technologies, along with technical exploitation and analysis, all supported by a comprehensive explosive threat database spanning 15 years.

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Human rights

Principles

- 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2: make sure that they are not complicit in human rights abuses.

Values

We endeavour to ensure:

- Compliance with all applicable UK employment legislation, including without limitation the Employment Act 2002, the Employment Rights Act 1996 and the Equality Act 2010
- Good relations with local communities
- Health and safety in the workplace and in overseas operations
- The physical and mental wellbeing of all employees and those that work for us

Assessment, policy and goals

We operate in compliance with the following applicable company policies:

- Due diligence policy
- Ethical working policy
- Whistleblowing policy
- Anti-Corruption and Bribery Policy

All Optima corporate policies are subject to annual review by the Policy Review Panel.

Performance Monitoring

- All members of staff undertake an induction on joining Optima Group and subsequent refresher training sessions on the values of the organisation, anti-corruption and bribery and the importance of compliance with internal policies.
- We maintain close relationships with key suppliers and have the right in our contracts to do spot checks on them to ensure compliance with our policies and contractual terms.
- We are ISO9001:2015 accredited and we evaluate the risks and opportunities of each supplier and monitor customer complaints and investigate thoroughly.

In 2021/2022 we will:

- Produce a suppliers' code of conduct and encourage all our suppliers sign up to the 10 UNGC principles.
- Continue to measure the performance of policies in order to identify and rectify any policy breaches.
- Continue to regularly monitor our contracting partners throughout the lifetime of our business relationship to ensure compliance with the Human Rights principles set out above.

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Labour

Principles

3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4: the elimination of all forms of forced and compulsory labour;

5: the effective abolition of child labour; and

6: the elimination of discrimination in respect of employment and occupation.

Assessment, Policy and Goals

We operate in compliance with the following applicable company policies:

- Equality and diversity policy
- Health and safety policy
- Ethical working policy
- ISO45001:2018 Health and Safety Manual

All Optima corporate policies are subject to annual review by the Policy Review Panel. All health and safety policies and related documents are managed and reviewed by the Health and Safety Panel.

Performance Monitoring

- Fully compliant and aware of the Information and Consultation of Employees Regulations 2004 and the 2020 amendment lowering the threshold required to set up employee information and consultation arrangements from 10% to 2% of employees.
- Ethical working policy that all our staff and contractors sign-up to when recruited.
- In country recruitment checks to ensure that there is no child labour in our workforce.
- Adhere to all UK, and local, equality and diversity legislation.
- ISO45001:2018 accredited and have a Health and Safety policy that complies with UK legislation.

In 2021/2022 we will:

- Produce a suppliers' code of conduct and encourage all our suppliers sign up to the 10 UNGC principles.
- Continue to increase transparency within our supply chain and we will continue to work with our suppliers to achieve and maintain best practice in this area through improvements in our processes and procedures.
- Continue to regularly monitor our contracting partners throughout the lifetime of our business relationship to ensure compliance with the Labour principles set out above.

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Environment

Principles

- 7: Businesses should support a precautionary approach to environmental challenges;
- 8: Undertake initiatives to promote greater environmental responsibility; and
- 9: Encourage the development and diffusion of environmentally friendly technologies.

Assessment, policy and goals

We operate in compliance with the following company policies:

- Waste Management Policy
- Environmental Sustainability Policy

Performance monitoring

- Continue using the Optima Supplier Approval Form to encourage suppliers and sub-contractors to have the environment at the forefront of their business.
- Continue to collate information from our suppliers regarding their Environmental Management Systems and sustainability policies.

In 2021/2022 we will:

- Continue to develop our internal tools for monitoring our carbon footprint with a view to identifying areas where we can reduce it.
- Continue to increase staff awareness of environmental issues.
- Continue preparing for accreditation to ISO14001:2015 (Environment Management Systems).

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Anti-corruption

Principles

10: Business should work against corruption in all its forms, including extortion and bribery.

Values

- We have a zero-tolerance approach with respect to corruption, extortion and bribery.
- We continuously identify ways of maximising the positive impact of our business operations with a view to make a difference in the communities where we live and work.

Assessment, policy and goals

We operate in compliance with the following applicable company policies:

- Anti-Corruption and Bribery Policy
- Fraud Policy
- Whistleblowing Policy
- Gifts and Hospitality Policy

All Optima corporate policies are subject to annual review by the Policy Review Panel.

Performance monitoring

- All staff undertake anti-bribery and corruption training at least annually.
- All contracts impose mandatory anti-bribery obligations on all parties.
- Continue to monitor and evaluate the gifts and hospitality register.
- Continue to encourage Whistleblowing and actively create an environment where staff and contractors are comfortable to report issues.

In 2021/2022 we will:

- Continue to monitor policy compliance.