

Amalgamated Security Services Limited
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CORPORATE SOCIAL RESPONSIBILITY REPORT

Covering the fiscal year 2023 - 2024



For Total Protection

SECURING THE REGION

This report and our collective sustainability reporting framework represent the CSR activity of Amalgamated Security Services Ltd. and its subsidiaries, associated companies and joint ventures for the period February 2023 - March 2024. No significant changes from previous reporting periods have been made, including the boundaries and measurement methods, unless stated.

INTRODUCTION

Amalgamated Security Services Limited (ASSL) is a well-established, privately owned Security and Risk Management Company that was founded in 1983.

The Company provides the widest spectrum of services and solutions which include but are not limited to guarding, forensic services, secure transportation, investigations, monitoring and response, electronic security and executive services.

Corporate social responsibility (CSR) is an enterprise-wide commitment informed by and integrated in to business strategy. This report illustrates our commitment to operate in an ethical manner applying good governance structure.

Founded
1983

Over Eight Thousand
Employees Regionally

Work in
8 Countries

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LETTER FROM THE CHAIRMAN

Dear Stakeholders,

I am delighted to share with you our company's steadfast commitment to Corporate Social Responsibility (CSR). At Amalgamated Security Services Ltd. (ASSL) we believe that businesses have a profound responsibility beyond profit-making; we must be stewards of positive change in our communities and the world at large.

Our CSR initiatives are deeply ingrained in our corporate ethos, reflecting our core values of integrity, sustainability, and social consciousness. Through strategic partnerships, innovative projects, and the dedication of our employees, we have made tangible strides in areas that matter most: environmental sustainability, social equity, and community development.

Environmental Sustainability: We recognize the urgent need to address environmental challenges, and as such, we have implemented robust sustainability practices across our operations. From reducing our carbon footprint to promoting renewable energy and sustainable sourcing, we are committed to preserving our planet for future generations.

Social Equity: Equality and inclusivity are fundamental principles that guide our actions. We are dedicated to fostering a diverse and inclusive workplace where every individual feels valued and empowered to succeed.

Through initiatives such as diversity training, mentorship programs, and equitable hiring practices, we strive to create a workplace that reflects the rich tapestry of humanity. Community Development:

We firmly believe in giving back to the communities that support us. Through philanthropic efforts, volunteerism, and community partnerships, we actively contribute to the well-being of society. Whether it's supporting education, healthcare, or economic development initiatives, we are committed to making a meaningful difference in the lives of those we serve.

As we look to the future, our commitment to CSR remains unwavering. We understand that the challenges facing our world are complex and multifaceted, but we are determined to be part of the solution. Together, with our stakeholders, we will continue to innovate, collaborate, and lead by example, driving positive change and creating a brighter, more sustainable future for all.

Thank you for your ongoing support and partnership on this journey.

Sincerely,

(Hon.) Dr. Michael Aboud
Executive Chairman
Amalgamated Security
Services Ltd.

GOVERNANCE



ASSL's highest governance body is our Board of Directors, which comprises the eleven members. The chair of the board is also the Executive Chairman of the company, and the remainder of the board consists of a combination of executive and non-executive members.

BOARD OF DIRECTORS

Our Board of Directors oversees and guides ASSL's businesses and affairs.



Dr. Michael Aboud (Honorary)
Executive Chairman



John Aboud
Director



Justine Aboud-Chamely
Director



Pamela Hosein
Chief Executive Officer



Curtis Cummings
Chief Operations Officer



Gilbert Reyes
Executive Manager, Corporate
Security & Crime Specialist



Ewart De Noon
Chief Technology Officer



Dr. Maurice Aboud
Director

CSR COMMITTEE MEMBERS



Justine Aboud-Chamely
CSR Committee Chairperson



Robert Baur
Regional Development Manager



Carril Reyes-Telesford
Regional Marketing Specialist

Roles and Functions of the CSR Committee

- Formulation and recommend to the Board, a Corporate Social Responsibility Policy which shall indicate the projects/activities to be undertaken by the Company in areas or subject,
- Reviewing with the CSR management, the annual financial statements before submission to the Board for approval.
- Recommend the amount of expenditure to be incurred on CSR projects/activities undertaken.
- To declare a management group to oversee and implement and execute CSR initiatives/ activities.
- Shall institute a transparent monitoring mechanism for implementation of CSR projects/ activities undertaken by the company.
- Reviewing performance of the Company in the areas of CSR.
- Submit an annual report of CSR projects/activities to the board.
- Monitoring CSR Policy.

CSR topics that the CSR Committee typically consider include but are not limited to:

- corporate governance and ethics;
- health and safety; environmental stewardship;
- human rights (including core labour rights);
- conditions of work (including safety and health, hours of work, wages);
- community involvement, development and investment;



CORE VALUES

Our six core values help maintain our integrity and provide value for our shareholders, employees, customers, suppliers and communities in which we perform service.

Duty

Embodying integrity responsibility and accountability

Respect

Honoring our partners and one another

Innovation

Creating opportunities

Vigilance

Safeguarding our clients

Professionalism

Providing a high quality of service

Courage

Sound leadership and decisiveness

FOSTERING SUSTAINABILITY THROUGH CORPORATE SOCIAL RESPONSIBILITY

As the CSR Chairperson of Amalgamated Security Service Ltd, I am honoured to address our stakeholders on the essence of Corporate Social Responsibility (CSR) in fostering sustainable communities. At Amalgamated Security, we believe that our responsibilities extend beyond delivering exceptional security solutions; they encompass contributing positively to the societies we operate in. Our commitment to CSR is ingrained in our corporate ethos, guiding our actions towards making meaningful and lasting impacts

First and foremost, our CSR initiatives prioritize community development. We recognize that sustainable progress is achieved through collaborative efforts that empower local communities. Through strategic partnerships with local organizations and government entities, we identify pressing needs and tailor our interventions to address them effectively. Whether it's supporting education initiatives or fostering environmental sustainability, our aim is to uplift communities holistically.

Education stands as a cornerstone of societal advancement. We believe that every individual deserves access to quality education, regardless of their socio-economic background. Hence, we invest in the Anthony Joseph Foundation which provides grants to students who wrote the Secondary Entrance Assessment (SEA). Furthermore, we are committed to promoting safety and well-being. Beyond our core security services, we actively engage in and conduct workshops, training sessions, and awareness campaigns.

Healthcare access to our employees is another area where we channel our CSR efforts. We recognize that health is a fundamental human right. Through partnerships with healthcare providers and community clinics, we support initiatives that provide essential medical services, health screenings, and preventative care. Additionally, we prioritize initiatives aimed at combating prevalent health challenges, such as disease outbreaks communicable and non-communicable diseases.

Environmental stewardship is integral to our CSR agenda. We acknowledge the importance of preserving natural resources. Therefore, we implement eco-friendly practices within our operations and champion environmental conservation initiatives in the communities we serve. Whether its sea turtle conservation or waste management programs, we strive to minimize our ecological footprint and promote sustainable living practices.

Moreover, our commitment to CSR extends beyond philanthropy; it encompasses ethical business practices and corporate governance. We adhere to stringent ethical standards and uphold principles of transparency, integrity, and accountability in all our dealings.

In conclusion, at Amalgamated Security Service Ltd, we view CSR not merely as an obligation but as a core driver of our business philosophy. Through our multifaceted CSR initiatives, we aspire to create positive social, economic, and environmental impacts that contribute to the long-term well-being of the region. As we continue on this journey, we remain steadfast in our commitment. Thank you.

Justine Aboud Chamely
CSR Chairperson, Amalgamated Security Service Ltd.



The strategy is to stay committed to existing CSR activities and enhance those where applicable and possible. Existing commitments include but are not limited to:

Operations

Delivery of superior quality aiming at 100% percent customer satisfaction.

Health, Safety and the Environment

Continuous mitigation against risk in the work environment with the aim of making working within ASSL even safer. Continuous execution of the environmental management plan whilst always looking for options to further improve. Yearly beach clean-up (as far as applicable). Yearly health and safety day.

Human Resource

Continuous review of policies and interactions with employees with the aim not only to strengthen relations with existing employees and thereby further improve the retention ratio, but also to further establish ASSL as the preferred employer within the industry. Basic Security Training and Leadership and Development Training; K9 Commando Program; other specialized trainings as required. Educational opportunities for employees, e.g. ASSL's internet based LMS (Learning Management System); work related certifications, e.g. CEVO (Coaching the Emergency Vehicle Operator), or the internationally acknowledged ASIS certifications: CPP (Certified Protection Professional), PSP (Physical Security Professional, PCI (Professional Certified Investigator); IFPO certifications (International Foundation for Protection Officers). Yearly Anthony Joseph Awards, supporting children of employees. Annual Xmas Party for staff and children of staff as well as children from homes within ASSL communities. Annual Chairman Special Awards. Annual Employee Recognition.

- **Employee Assistance:**

Continuous focus on identification and resolution of employee issues, work related or private in nature; incl. but not limited to 24/7 TeleCare Hot-line; internal and external counseling; (subsidized) dormitories; soft loans.

- **Sports Club**

Sports and Family Days (as far as applicable) and other activities; options to purchase items like laptops, cell phones, TVs via internal financing programs.

- **Community Support and Improvement** (where the term 'community' is understood geographically as well as being part of the same or a similar industry):

- **Regional Recognition Awards Programme for Public Law Enforcement:**

On a yearly basis ASSL awards 9 top performers from 25 Caribbean police forces in front of their Police Commissioners at the AGM & Conference of the Association of Caribbean Commissioners of Police. ASSL invites all winners, sponsors the trophies and US\$5,000.00 for each of the three polices forces that win first place. Sponsors a cultural night for all participants of the AGM.

- **F.I.S.P. Forensic Investigations Support Programme:**

Each of ACCP's member forces can once a year apply for a free forensic tool kit provided by ASSL.

- **Support of St. Anthony's College via sponsorship and participation in fundraisers.)**

St. Anthony's Achievement Day; St. Anthony's Tigers Can Cook

ASSL 2023 - 2024 STRATEGY

- **Ad hoc activities:**

including but not limited to sponsorship of partners; suppliers; employees or direct family of employees for special achievements. Community support as requested and approved. Regional community support in cases of natural or man-made disasters.

Philanthropy

- **Suggested further CSR activities:**

- ASSL has 12 operational divisions. Once a year, (almost) each of these divisions will support their respective communities by volunteering for one project within that community. In other words: every month, one division of ASSL will execute one CSR activity within one community, a total of 12 initiatives per year. The divisions will identify needs within their communities and ASSL's CSR Committee will select which ones to address. Additional to the voluntary manpower, ASSL will support each project with up to TT\$10,000.00.
- Customer Appreciation - A new concept which will be launched at the opening ceremony of the new ASSL Corporate HQ building and continue each year as a means of showing our customers that they are appreciated and a thanksgiving.

CONFLICTS OF INTEREST

The process for avoiding and managing conflicts of interest is outlined in our Business Ethics and Code of Conduct Policy (ASSL-ADM-P002) as well as Conflicts of Interest Policy (ASSL-HR-P007). Conflicts of interest are disclosed to the Chairman of the board. Board members are required to complete a Non-compete/Non-solicitation/Non-disclosure form.

Anti Bribery and Anti Corruption

Board members adhere to the company's anti-bribery and anti-corruption policy which states: "Employees will not engage in any activity, practice or conduct which would constitute an offense under sections 3,4 or 5 of the Prevention of Corruption Act [Chap 11:11, Act 11 of 198, Laws of Trinidad and Tobago] [ASSL-ADM-P036]. The company is certified by TRACE certification.

Privacy and Data Protection

We understand the critical obligation we have to collect, use and share personal information in an appropriate way and follow the laws that prevent improper disclosure or use.

As data becomes more accessible and meaningful, we must ensure that availability does not come at the expense of privacy. We abide by the GDPS regulation and UN guide for human rights.

As part of our day-to-day operations, we come into contact with the personal information of our employees, suppliers and clients and take precautions to keep personal information safe, following all applicable data privacy laws and company policies for collecting, storing, using sharing and disposing of personal information. Employees also must complete and sign the Statement of Non-disclosure agreement.



WHY CSR AT ASSL?

ASSL has always had a clear understanding of the impact that its actions have on employees and customers. However, over the years there has also been a growing recognition of the significant effect its activities have on communities, competitors, business partners and suppliers, governments, and others. It has become increasingly clear to ASSL that it can contribute to its own and overall societal wealth by considering the effect it has on the general environment it exists within.

A Process Based CSR Framework

In a broad understanding of social responsibility, respectively corporate social responsibility, both concepts are more and more often defined by their ability to positively impact on three bottom lines of an organization: economic, social and environmental. As can be seen from the principles, fundamental practices and core subjects of ISO 26000 (as well as from other models), stakeholder involvement (versus shareholder involvement) is a critical success factor in thriving for sustainable development of any organization.

Stakeholders' needs and expectations have to be translated into business strategies and consequently those will have to be embedded into the day-to-day operations of the business and evaluated as any other business investment. CSR now becomes a way of running organizations profitably yet in a social and environmentally responsible way in order to achieve business sustainability and stakeholder satisfaction.

With this understanding it therefore makes sense to develop a process based CSR framework that could integrate with the existing quality management systems (which are ideally ISO based). Once the CSR activities are integrated into an organization's operations, continuous monitoring will determine if stakeholder expectations and needs are being met.

STAKEHOLDERS

ASSL's stakeholders include but are not limited to: shareholders, business partners, suppliers, lenders, insurers, communities, regulators, government, intergovernmental bodies, clients, and employees.

- Primary stakeholders typically are internal stakeholders that engage in economic transactions with the business (for example shareholders, suppliers, customers and employees).
- Secondary stakeholders are usually external stakeholders which, although they do not engage in direct economic exchange with the business, are affected by it or can affect its actions (for example the general public, communities, business support groups, and the media). Choices regarding the CSR agenda are driven by the needs of the firm's most powerful stakeholders (as perceived by the CSR Committee).

LETTER FROM THE CEO

REFLECTING ON OUR 2023 PROGRESS

As CEO, I'm incredibly proud to present our CSR report for this year. Our commitment to Corporate Social Responsibility is unwavering, and this report highlights the progress we've made in various areas. From environmental sustainability initiatives to community engagement efforts, we continue to strive for positive impact beyond financial returns.

Our journey towards a more responsible and sustainable future is ongoing, and we're dedicated to listening, learning, and evolving along the way. Thank you to our employees, partners, and stakeholders for their continued support as we work together to build a better world.

Pamela Hosein
Chief Executive Officer



SCOPE

Our report is organized into two main sections. We start with a discussion of our corporate social responsibility highlight, and our approach to stakeholder engagement. Then, we share stories and initiatives in four broad focus areas of:

1. Environment
2. Workplace
3. Marketplace and
4. Philanthropic and community efforts that highlight our progress.

CSR activities for the period January 1, 2023 to December 31st 2024, are detailed in this report.

FOCUS AREAS

This report focuses on the four areas of CSR shown below.

Environment

The effects of our corporate operations, our activities and our employees have on the natural environment.

Workplace

How our organization provides a healthy, safe and inclusive work environment, with a diverse and professionally supported workforce.

Marketplace

How our organization interacts with our external stakeholders, demonstrating leadership in quality, ethics, and transparency.

Philanthropic Efforts and Community

Contribution of our organization and our employees made to the communities in which we live and work. The associated priorities and key activities for 2023 - 2024 are detailed in subsequent sections.

ENGAGING WITH STAKEHOLDERS

Stakeholder engagement helps us maximize impact and informs our internal processes. Through regular dialogue, we can better align our business with social and environmental needs.

Stakeholder Groups

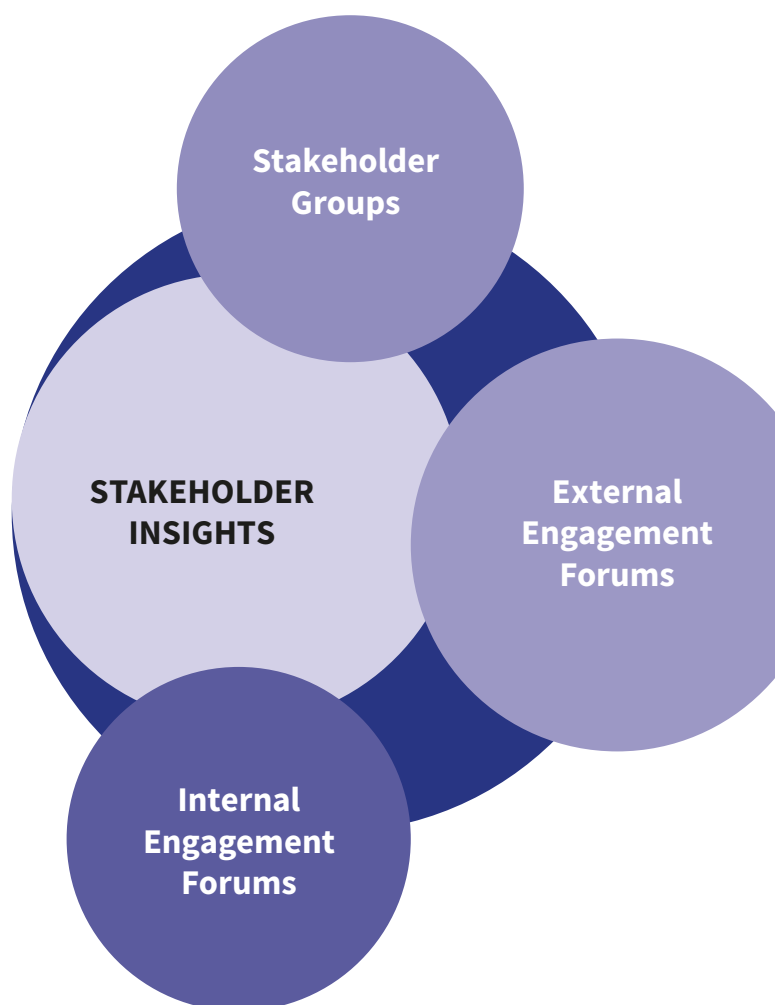
- Employees
- Customers
- Communities
- Governments and regulators
- Suppliers
- Industry Leaders
- Investors

Engagement Forums External

- Monthly customer satisfaction surveys
 - Regular customer meetings
 - Social media
 - Industry working groups and standard bodies
 - Social responsibility
 - Websites
 - One-to-one investor meetings

Engagement Forums Internal

- Telecare/Ethics Line
- Monthly Board Meetings
- Management Review Meeting
- Team
 - Surveys
 - Voice of the Employee
 - Cottage meetings
 - Monthly meetings



RISKS AND OPPORTUNITIES

	PRIORITY TOPIC	DEFINITION	SUPPORTING STRATEGIES AND PROGRAMS
Workforce/Marketplace (People)	Ethics and integrity	Ethical and transparent conduct by ASSL in its business dealings and among employees, suppliers and business partners. This includes regulatory compliance; anti-corruption and anti-bribery; fair business, marketing and competition.	Code of business conduct Supplier code of conduct Trace certification Concerns reporting process Whistle blowing
	Employee training and development	Growing and expanding the skills of the current workforce and providing our employees with professional development opportunities through training and continuous education.	e-Learnin Leadership programs Training academy
	Diversity and inclusion (workforce)	Promoting diversity, inclusion and equal opportunity at all levels of the organization. This issue is inclusive of gender, generation, race, ethnicity, orientation, ability, nationality, religion, background, culture, experience, strengths and perspectives, fair and equitable pay.	Equal opportunity policy Human Rights policy Human Rights Impact Assessment (HRIA)
Community	Employee wellness and benefits	Ensuring a safe and healthy workplace and providing employees with the benefits, resources and flexibility to maintain and improve their wellness, care for others and integrate work and home life. Providing fair compensation, benefits and recognition. Engaging employees and listening to their concerns.	Comprehensive insurance plan Emergency time off Employee benefits program Telecare hot-line
	Data security and privacy	Ensuring, designing and adapting network security as it relates to personal privacy and mitigating on-line threats, including cybercrime.	Human rights policy Information security Management system
	Socially responsible supply chain	Ensuring ethical, fair and responsible sourcing and supplier conduct. Includes social and environmental compliance by suppliers, fair working conditions, fair wages, human rights throughout the supply chain, ethical sourcing of raw materials and supplier diversity.	Supplier code of conduct Human rights Industry engagement
Environment	Energy	Efforts to reduce energy consumption across the value chain, including product use and our operations. Includes operational energy efficiency and conservation.	Energy efficiency in offices

Highlights of our 2023 activities falling within the four CSR categories are depicted. Additional details regarding these and other achievements and recognition may be found within the Workplace, Environment, Marketplace and Philanthropic and Community Efforts.

WORKPLACE

February	Carnival Calypso Competition
May	Sip and Paint Mental Health Awareness Week Mother's Day Cake Distribution
June	Father's Day Tokens
July	Employee Donations Cricket Sponsorship St. Anthony's College Achievement Day
September	Anthony Joseph Foundation Cheque Distribution
December	ASSL Children's Christmas Party ASSL Chairman Christmas Cocktail and Awards

HSE Department Health Fair 2023

Workplace Achievement and Recognition 2023

Training	Basic Security Self Defence Defensive Driving First Aid, CPR & AED Precept Basic Firearm Tactical firearm Firearm Refresher Remedial Firearm Tiger Kidnapping Con-Ed (Ambulance) Client Based Training Supervisory Training Safe Operating Procedures Compliance Training\ Cash In Transit Training AATT One day Awareness Initial Aviation Security Training Programme PLEA Contract Start Up Safety Warden Incident Investigation and Reporting Internal Auditor Regional Supervisor/Duty Officer Training
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COMMUNITY

April	Easter Rugby Camp Tobago Library Services Anniversary
May	Association of Caribbean Commissioners of Police (ACCP) AGM and Conference Regional Recognition Awards for Public Law Enforcement Crème-de-la-Carnival
June	Rugby – Custom Sports Host Rattlesnakes Tents Donation to the TT Prison Service
November	St. Patrick’s Church Family Day and Fundraiser
December	Marac Baptist Primary School Laventille Girls Primary Water Donation

MARKETPLACE

April	National Flour Mills Security Fair
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PHILANTHROPIC EFFORTS

April	Estate Police Association (EPA) Sports Day
May	Regional Recognition Awards for Public Law Enforcement
October	St. Anthony’s College Achievement Day Top performers were awarded for their academic success, future sports men, musicians and those in the performing arts were recognized.

Sustainable Procurement

We conduct procurement openly and cost-effectively, using fair and ethical standards. We operate a centralized resource to ensure that products and services are procured at the maximum value, following best practices.

Energy Management

Our energy conservation strategies include installation of energy-saving lights, lowering our electrical consumption through education of turning off machines and light switches after work, along with taking into consideration the energy rating of equipment during procurement. This has yielded an average annual savings of a 13% reduction in operating costs.

Waste Management

Office Recycling Programs

We encourage recycling and waste management in our business practices and operating procedures. We initiated the reduction and/or elimination of disposable Styrofoam product use within the company. We also take stride in implementing a printing minimization program which includes waste reduction and conversion of forms to web-based that is accessible to all employees via <http://www.assl.com>.

Business Operations

Activities conducted at ASSL that were determined to have potentially adverse environmental impacts associated with them include activities associated with:

1. Waste management
2. Hazardous materials management
3. Energy management
4. Emergency response and disaster management

The key environmental aspects associated with these activities and for which procedures have been developed include:

- Solid waste generation (any product that cannot be recycled or used as stock for another process)
- Hazardous chemicals or other substances handling, storage and disposal
- Resource consumption
- Emergency response





Our commitment to CSR begins with our employees--our most valued asset. The following pages highlight our achievements, culture, wellness programs, workforce distribution, demographics and diversity, learning and development and safety and health.



IN MEMORY OF A
FALLEN HERO
 WHO SERVED WITH
LOYALTY & DEDICATION

ANTHONY JOSEPH FOUNDATION

The Anthony Joseph Foundation was launched in 2016 by Amalgamated Security Services Limited in memory of the late Cpl. Anthony Joseph who died in December 2015 in the line of duty. Anthony Joseph served the company for over 30 years with exemplary loyalty and dedication.

From inception to present the Anthony Joseph Foundation has been committed to supporting the sons and daughters of ASSL as they journey into Secondary School by annually distributing grants to each successful student of the Secondary Entrance Assessment for that year.

On our sixth year we are proud inform that to date we have supported over two hundred of our sons and daughters through the Anthony Joseph Foundation. Therefore it is with utmost pride that we recognize our forty-seven 2023 recipients.



Amalgamated Security Awards 47 Children of Employees with Grants

The Anthony Joseph Foundation was launched in 2018 by Amalgamated Security Services Limited (ASSL) Executive Chairman, Dr. Michael Abiodun in memory of the late Cpl. Anthony Joseph who died in the line of duty on 20th December 2015. Anthony Joseph served the company for over thirty (30) years with exemplary loyalty and dedication.

On an annual basis, the Anthony Joseph Foundation supports the children of Amalgamated Security employees as they begin their journey into secondary school. ASSL granted \$200.00 TTD to each of the forty-seven (47) parent/guardians of students who wrote the 2023 Secondary Entrance Assessment (SEA).

ASSL understands the importance of supporting our employees and their families through pioneering programmes. For almost forty (40) years, ASSL has been and continues to be the premier security organisation within the Caribbean region, serving our clientele with the highest ideals in the industry, uncompromising honesty, sound judgment, and absolute focus on customer satisfaction. As we continue to make strides and deliver certified quality ASSL is fully committed to developing the next generation through supportive programmes.

It is with utmost pride that we recognise our forty-seven (47) recipients for 2023, their names are as follows:

1. Akeem Pompey	26. Kerwinah Matthews
2. Alisha Bishop	29. Khairon Charlon
3. Alyssa Collette	31. Keyona Dulans
4. Antonio Thomas	32. Malaichi De Groom
5. Brent Purcell	33. Mathewia Shaha
6. Briscole Freeman	34. Nathaniel-Graham
7. Dayna Edwards	35. Nikita Shannah
8. Derson Guerra	36. Omari Julian
9. Faith Waldman	37. Omari Romany
10. Gabriela La-Borde	38. Orsarie Duke
11. Isaiah James	39. Riddexha Payne
12. Isaiah Scautbury	40. Rosanna Papwell
13. Jaden Arrindell	41. Shantea Mitchell
14. Jaden Cummings	42. Shavian Smart
15. Jaedon Francis	43. Syri Dean
16. Jahkenn Gill	44. Tavin Hill
17. Jenna Marie Bennett	45. Verkeed Flemming
18. Jeremiah Mohammed	46. Yuri Thomas
19. Jeremiah Anthony	47. Zion Vialto
20. Joshua Stanzie	
21. Karl Quashie	
22. Kaiti Phillip	
23. Karilyna Semprie	
24. Karley Phillip	
25. Kaylon Howard	
26. Kelsie King	
27. Kerrell Noel	

We are proud to give back to our employees and by extension our communities by rewarding our children's positive accomplishments.



ANTHONY JOSEPH FOUNDATION
AJ
IN MEMORY OF A FALLEN HERO WHO SERVED WITH LOYALTY & DEDICATION



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Bringing Holiday Magic to Marac Baptist Primary School

On December 4th, Amalgamated Security hosted a heartwarming toy distribution as part of the school's Christmas treat. Guess who made a special journey? Santa himself! The children's faces lit up with excitement as they shared their Christmas wishes and received gifts straight from Santa's workshop. Here are some enchanting highlights from this day:

- Toy distribution for every child
- Santa's surprise visit
- Smiles, laughter, and holiday cheer

Amalgamated Security made sure the spirit of giving and joy echoed through the halls of Marac Baptist Primary School.



ASSL hosted their 18th Annual Children's Christmas Party. Hundreds of children of ASSL employees and children of various children's homes converged at ASSL Headquarters in Macoya. The children were kept busy all afternoon long with games such as mini golf football dart,

balloon darts, bread/bracelet-making classes, painting, animal balloon twist, obstacle course and bouncy castles. Children and adults alike enjoyed limitless food, snacks and drinks.

AMALGAMATED SECURITY SERVICES LTD.
 Celebrates the 2023 Christmas Season by Hosting its 18th Annual Children's Christmas Party

Amalgamated Security Services Limited (ASSL) hosted their 18th Annual Children's Christmas Party. Hundreds of children of ASSL employees and children of various Children's Homes converged at Amalgamated Security Corporate Headquarters in Macoya. The children were kept busy all afternoon long with games such as mini golf, football dart, balloon darts, bead/bracelet-making classes, painting, animal balloon twist, obstacle course and bouncy castles. Children and adults alike enjoyed limitless food, snacks and drinks.

A Christmas favourite was in store to astound the children, Mr. Chris Cringle/Saint Nicolas or as we all know him Santa Clause was in attendance as well. After happily welcoming him, each child received a gift from Santa and were also treated with to party bags.

To wrap up the afternoon, this year for the first time door prizes were given to the children and their parents. Three lucky children each received:

- Amazon Fire 7 Kindle
- Full 16 book collection of the Diary of a Wimpy Kid
- An authentic National Geographic Science Kit

Parents were not left out as four hampers were distributed filled with holiday goodies such as black cake, wine, chocolates, tasty jams, cookies and an assortment of Christmas biscuits.

The event brought together staff to celebrate the joy of the season and most of all it placed a smile on each person's face.

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ANNUAL CHRISTMAS COCKTAIL & CHAIRMAN'S AWARDS 2023

Honoring Outstanding Performers

Amalgamated Security Services Limited (ASSL) hosted its Annual Chairman's Cocktail Reception which encompasses a Christmas cocktail celebration for senior staff as well as the annual Chairman's special awards distribution for the first time in person after the start of the COVID-19 pandemic. The event was held on Wednesday 20th December at the Five Islands Amusement Park, Chaguaramas.

Over three hundred (300) directors, managers, coordinators, staff members and associates were invited to the event. The mood was festive and jolly, a true sign of the Christmas spirit. The Master of Ceremonies for the night was Mrs. Justine Aboud-Chamely, whom with her charisma and charm kept the crowd well-informed throughout the formal activities. Amalgamated Security's Executive Chairman Dr. Michael Aboud (Hon.) addressed the gathering; he spoke about the importance of team work and the fulfillment of the aims, objectives and goals for Amalgamated Security Group of Companies for 2024 and onwards. He then thanked management and staff for the contributions made to the continued success of ASSL.

The activities of the evening culminated in the awards for outstanding employees. Dr. Aboud personally congratulated each awardee on their exemplary and excellent performance and achievements.



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Amalgamated Security's Executive Chairman Dr. Michael Aboud (Hon.) addressed the gathering, he spoke about the importance of team work and the fulfillment of the aims, objectives and goals for Amalgamated Security Group of Companies for 2024 and onwards. He then thanked management and staff for the contributions made to the continued success of ASSL. The activities of the evening culminated in the awards for outstanding employees. Dr. Aboud personally congratulated each awardee on their exemplary and excellent performance and achievements.

Chairman's Awards - Platinum



Chairman's Platinum Award presented to Albert Hogg as a recognition of his exceptional leadership, commitment and dedication to the organization's success.

Chairman's Platinum Award presented to David Williams as a recognition of his exceptional leadership, commitment and dedication to the organization's success.



Chairman's Platinum Award presented to John Smith as a recognition of his exceptional leadership, commitment and dedication to the organization's success.



Chairman's Platinum Award presented to Sarah Jones as a recognition of her exceptional leadership, commitment and dedication to the organization's success.



Chairman's Platinum Award presented to Emily White as a recognition of her exceptional leadership, commitment and dedication to the organization's success.





Annual Christmas Cocktail & Chairman's Awards 2023

Honoring Outstanding Performers



Chairman's Awards - Gold



Chairman's Gold Award presented to **David Ghilini** in recognition of Exemplary Leadership, Dedication, and Unwavering Drive that Significantly Contributed to the Success of Avala.

Chairman's Gold Award presented to **Patrick De Sover** in recognition of Exceptional Dedication to Customer Satisfaction and Exemplary Operational Leadership that Nurture the Well-being of the Client's Under His Supervision.



Chairman's Gold Award presented to **Shelley Espinosa** in recognition of Exemplary Leadership, Dedication, and Unwavering Drive that Significantly Contributed to the Success of Avala.

Chairman's Gold Award presented to **Thomas Pinner** for Exceptional Dedication to Safety, Recognizing Outstanding Performance in Maintaining a Safe Work Environment.



Chairman's Gold Award presented to **Blake Walker** in recognition of Exemplary Leadership, Dedication, and Unwavering Drive that Significantly Contributed to the Success of Avala.

Chairman's Gold Award presented to **Gene Clarke** in recognition of Exemplary Leadership, Dedication, and Unwavering Drive that Significantly Contributed to the Success of Avala.



Chairman's Gold Award presented to **Marissa Lander** in recognition of Exemplary Dedication, Reliability, and Unwavering Loyalty - A True Pillar of Commitment and Success.

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Chairman's Individual Awards



List of Chairman's Individual Awards

- 1. Mario Lambert
- 2. Dexter Tang-Week
- 3. Carol Ann GUTTEN-Josiah
- 4. Gibson Alexander
- 5. Leslie Williams
- 6. Estelita Fleming
- 7. Rodney Cameron
- 8. Jack Hernandez
- 9. Krystal Moses-Wright

Not pictured: Zakia Siddiq, Elvi Flaco, Anthony Otley

Chairman's Awards - Team



Chairman's Award presented to the Excellence in Service Recognizing the Health, Safety & Environmental (HSE) Department for their Outstanding Dedication and Teamwork in providing a safe and healthy work environment.

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HSE COMMITMENT TO

HSE is integrated into top-management's commitment to strategically influence a strong safety culture for employees, contractors and clients

Through its Executive Management, ASSL has continuously demonstrated commitment to championing a positive safety culture and providing the necessary resources required to achieve corporate HSE goals of the company. This dedication is compounded by:

- Consistent achievement of monthly HSE targets
- Monthly Business Unit Performance Reviews
- Monthly Inspections and HSE Committee Meetings with involvement of employees at all levels of the organization
- Monthly HSE incentive and award scheme presenting 149 awards from January 1st – December 31st 2023.
- Annual Health, Safety and Environmental Programs
- Annual audits of HSE systems and processes
- Risk Assessment and Safe Operating Procedure training that provide a standard for the expectations for safe operations

ASSL has remained consistent in achievement of the TT Energy Chamber's Safe to Work (STOW) certification in 2023 as a high risk level organization. By maintaining this standard, the organization continues to focus on providing a safe workplace for all with focus on the health and well-being of people and environmental preservation.

- Training for 2022-2023 (HSE Specific)
- Defensive Driving
- Emergency Response Procedures
- Fire Safety Training
- First Aid, CPR & AED
- Incident Reporting & Investigating Procedure
- Task Risk Assessments
- Safe Operating Procedures
- Safety Warden
- Custodian Safety & Hazardous Communication



EMPLOYEE HEALTH AND WELL BEING

The company's Health and Wellness programs provided the organization's 8000+ regional employees and family members with the opportunity to improve the culture of pursuit and understanding of overall wellness, increase mindfulness regarding health issues and show employees that their well-being is important to us while giving a sense of belonging and fostering an atmosphere of camaraderie. This is achieved through the provision a comprehensive health & life benefits plan, facilitating and supporting a range of health, fitness and wellness initiatives such as:

- Know Your Numbers Health & Wellness Fair – Trinidad October 20th; Tobago November 2nd 2023
- Mobile Clinic Cancer Screening – October 20th 2023
- Scotia Bank Women Against Breast Cancer 5K – October 7th 2023
- Strength in Number – Corporate Group Fitness Training – October 2023
- Bubbles for Life Event Against Cancer – November 18th 2023
- ASSL Step Challenge – February 1st 2024
- ASSL 90 Day Transformation – February 1st 2024

The initiatives and challenges increase awareness of health risks and encouraged all participants to become engaged in some form of physical activity, provide our employees with the necessary support and gives the organization an opportunity to champion significant causes in some instances.





ENVIRONMENTAL PROTECTION

The organization also values protecting our natural environment and endangered wildlife as responsible corporate citizens. On March 5th 2023, members of our ASSL Administration team participated in the Nature Seekers Matura Beach Clean-up event with the goal of removing trash and debris from the (8) mile turtle nesting site stretch. ASSL also donated supplies regularly utilized by the organization to aid in future initiatives such as hand sanitizers, crocus and garbage bags.

TELECARE HOTLINE

We implemented the ASSL Telecare Hotline number whereby employees and the public at large can report their grievance or violation of business and ethics. This is complemented by our anonymous online whistle blower reporting form and online employee grievance handling form. All reports are tracked and managed towards resolution by our 24/7 compliance command center.

INSURANCE COVERAGE & BENEFITS

In negotiating the new plan, Management's attention for medical coverage focused on mental, emotional and physical well-being. The new benefits schedule will follow; changes to the plan are outlined below.

Improvements in benefits:

- Increase in benefit coverage from 80% co-insurance to 85%. Employees will now get back 85% of your medical expenses (subject to pre-set limitations)
- Increase in daily room and board at private facilities from \$750/night to \$1,500/night. This means that overnight stay is most likely 100% covered up to \$1,500 so you and your dependents have affordable options for medical care
- Increase in psychologist benefit from \$150 to \$400. This means that treatment for emotional challenges is most likely 100% covered. Optimize your plan and get the help needed to cope with every day challenges and crisis situations
- Increase in psychiatric benefit from \$150 to \$400. This means that treatment for mental challenges is most likely 100% covered. Optimize your plan, get medical treatment when recommended. Medicines prescribed by psychiatrists will be 85% refunded.
- Increase in physiotherapy from \$150 to \$300. This means that when referred, you most likely have 100% of treatment covered
- Increase in Accident and Emergency care from \$1,000 to \$1,500. This means that you can afford quick medical attention in emergency situations
- Added benefit of Private Nursing. This means that after surgery, you can have professional home care, up to \$400/day (conditions apply).



WORKFORCE DISTRIBUTION

To increase our workforce strength, executive leadership looked at implementing stringent strategic approaches towards recruiting and hiring. Incentivized programs were used internally to encourage employees to recruit for the company. These include the Each One Bring One program.

LEARNING AND DEVELOPMENT

Learning and development is an integral part of our successful strategic plan for recruiting and retaining employees. Our blended learning approach of workshops, instructor-led training sessions and web-based training enables our employees to improve their skills and competencies whilst enabling us to meet our strategic objectives.

We provide members with opportunities to build and develop skills for their careers. No matter where a member begins their career, there is an opportunity to grow. We invest in our members so they can grow as leaders in the company.

By effectively applying technology, we've made employee learning and development accessible to the masses. We've constructed and developed an e-learning platform (<http://lms.assl.com>) whereby employees can pursue courses ranging from leadership, etiquette, customer service, health and safety, information technology, soft skills and much more. All professional certifications and academia pursued by an employee attribute to his/her likelihood for promotion thorough the ranks from a security officer to an executive level.

Nonetheless, e-learning opportunity help to develop skills, knowledge and abilities whilst meeting employee compliance and certification requirements. Also, we offer a wide variety of programs tailored to meet our business unit needs which are charted in our training matrix.



TRAINING ACTIVITIES

Below outlines the training activities, both internal and external for 2023 to include all categories of training, the number of persons trained. There was also customer specific training which is not listed below.

Name of Training	2023 Amount of Persons Trained
Basic Firearm Training	45
Basic Security Training	690
Certified Protection Personnel (CPP)	1
Con-Ed Training (Ambulance)	127
Defensive Driving Training	69
Firearm Refresher	360
Firearm Refresher (External)	56
ISPS	7
NSC First Aid, CPR & AED Training	174
Precept	114
Remedial Firearm Training	4
Safety Warden	71
Supervisory Training	108
Tactical Firearm Training	62
TMA Operator II	4

PROJECTED TRAINING 2024

Additional to the on-going training:

Projected Training	Target Group
KPI Management System	Managers & identified admin staff
Succession Plan	Managers & identified admin staff
Precept Training	Identified operations staff
Anti-Money Laundering	Pending admin & operations staff
Information Security Management	Pending admin & operations staff
TT Hospital De-escalation Training - First Draft for Review	Staff located at hospitals – first draft to be submitted to CHRO & CSO
Children's Authority Training	Identified staff located at CATT

We respect the interest of our external stakeholders--our customers, our suppliers, our partners. We demonstrate our marketplace responsibility through leadership in quality, ethics and transparency.



ETHIXBASE 360 Due Diligence Summary

Amalgamated Security Services Limited
Tcertification ID: TC4142-2459 **15 January 2024 - 14 January 2025**

Due diligence is not a guarantee against past or potential wrongdoing or against potential liability.

Depending on the nature, size, scope and location of the proposed project with an intermediary, more extensive due diligence may be warranted.

We're proud of our community to these values, which has earned us TRACE Certification. The TRACE Certification signifies ASSL's commitment to transparency in international commercial transactions and in particular the firm's compliance with international anti-bribery standards. In this section, we will discuss our Code of Conduct and our policy on human rights as well as our effects to address employee comments and concerns to maintain our commitment to integrity.

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MSSGLOBAL CERTIFICATE

MSS Global Ltd certifies that the Private Security Company Operations Management System of **Amalgamated Security Services Ltd.** conforms with the requirements of **ANSI/ASIS PSC 1:2022**

Scope of Certification
 The planning, delivery, and oversight of risk management, security training, static and mobile security, close protection, cash in transit, canine security, prisoner and ambulance transportation services in the Caribbean region.

MSSGLOBAL CERTIFICATE

MSS Global Ltd certifies that the Quality Management System of **Amalgamated Security Services Ltd.** conforms with the requirements of **ISO 9001:2015**

Scope of Certification
 The planning and delivery of security and transportation services.

MSSGLOBAL CERTIFICATE

MSS Global Ltd certifies that the Security Operations Management System of **Amalgamated Security Services Ltd.** conforms with the requirements of **ISO 18788:2015**

Scope of Certification
 The planning, delivery, and oversight of risk management, investigation, support to law enforcement (Estate Constable), security training, static and mobile security, close protection, cash in transit, and canine security in the Caribbean region. Excluding prisoner and ambulance transport services.

Safe TO Work (STOW) CERTIFICATE OF CONFORMANCE

The STOW Implementation Board hereby certifies that the Health, Safety and Environment Management System of: **AMALGAMATED SECURITY SERVICES LIMITED** (With facilities, services and scores as listed at the back of the certificate) has been assessed and found to be in conformance with the: **STOW Health, Safety and Environment Minimum Requirements at the High Risk Level, Onshore**

Certificate No: 00013306
 Issue Date: 13th July 2023
 Expiration Date: 12th July 2025

Chairman, STOW Implementation Board

Charitable contributions, in-kind donations, and volunteerism improve the quality of life. We partake in sponsorships and donations programs that:-

- Enhances the Company’s corporate image.
- Demonstrates the Company’s civic-mindedness
- Opportunity to showcase the Company to the National and International Community.
- Advertises and Markets the potential for the Company.
- Opportunity to grow our workforce.
- Community support for sustainability of community as well as business.

The following pages highlight some of our contributions to the communities in which we operate.

As a proud corporate citizen Amalgamated Security values the fact that we are strategically located in most communities throughout Trinidad and Tobago which we therefore support through our ongoing Corporate Social Responsibility programs.

The Catholic Education Board requested a donation for steelpans to two of their schools and Amalgamated Security was delighted to be able to support this initiative.

The schools to benefit from this donation are:

- Rose Hill R.C. Primary School
- Our Lady of Laventille R.C. Primary School

Each school received three (3) Low C Tenor Steel Pans (a total of six) inclusive of the necessary stands. Amalgamated Security is proud to be part of positive community initiatives such as this one whose aim is to further develop the nation’s youth.

Amalgamated Security Donates Steel Pans to East Port of Spain Schools

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(Left) Mrs. Carol Reyes Sebastian, Regional Marketing Specialist - Amalgamated Security
(Right) Dr. Anand Koonoo - Catholic Education Board

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REGIONAL RECOGNITION
AWARDS 2022 - 2023
Programme for Public Law Enforcement



Since 2015 and on a yearly basis, Amalgamated Security Services Ltd. (ASSL) invites the 25 member countries of the Association of Caribbean Commissioners of Police (ACCP) to nominate top performers within their respective Police Forces for the Amalgamated Security Services Regional Recognition Awards Programme for Public Law Enforcement.

The winners are selected by an independent panel of international judges. The awards are intended to publicly recognize police officers who by their efforts have contributed significantly to crime reduction; to the enhancement of community relations; to the improvement of general safety and security; and who have made an overall difference in their police forces, communities and by extension nationally and regionally. The police forces of the three first place winners will each receive cash prizes of US\$5,000.00 to apply to welfare projects as identified by the respective Police Commissioners and their teams.

Amalgamated Security is proud to have established this sustainable and impactful programme that positively contributes to the motivation and dedication of Caribbean police officers. Congratulations not only to our awardees but to all the officers who continue to keep the Caribbean region a safe environment.

The 2023 Awards Ceremony took place during the ACCP's 37th Annual General Meeting and Conference, held in Trinidad and Tobago. Amalgamated Security invited the first place winners to an all-expenses paid trip to Trinidad to be publicly recognized in front of the regional Commissioners of Police, Trinidad and Tobago government and law enforcement officials, and other specially invited guests.

RUGBY CAMP SPONSORSHIPS



AMALGAMATED SECURITY SERVICES LIMITED

Sponsors Rugby Easter Camp 2023

Amalgamated Security Services is proud to be a sponsor of the Custom Sports Tours and Sedbergh School (U.K.) Rugby camp 2023.

The camp was held on April 4th to 6th at the Fatima College Grounds, Mucurapo Road, Woodbrook and was open to boys and girls ages 8 to 19 years.

Amalgamated Security Services donated \$30,000.00 to the camp in their effort to facilitate their continued and crucial work to help the youth of Trinidad and Tobago fulfill their sporting aspirations.

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Amalgamated Security Supports Local Rugby Development

Amalgamated Security Services is a proud sponsor of the Custom Sports Tours Rugby Team (CST). CST hosted LSC Rattlesnakes Rugby Team from Texas, USA, on their weeklong tour of T&T. While in Trinidad they played against an Under (U) 19 Select XV on 7th June and an Under (U) 23 Select XV on 10th June. Rattlesnakes defeated the U19s 27 - 7, but lost to the U23s 36 - 26.

Both games were vital to the development of local rugby as many of those U19s who played last week were subsequently selected to represent Trinidad and Tobago at the Rugby Americas North Tournament in Jamaica next month (July 2023).

The U23s programme is a recent development to the local rugby landscape. Amalgamated Security Services Ltd. is proud to assist in its continued development.



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MATURA BEACH CLEANUP

Amalgamated Security Services Ltd. (ASSL) participated in the Nature Seekers Beach Clean-up 2023 which occurred on 5th March 2023. The purpose of the beach clean-up was to remove trash and debris from the beaches and waterways along the 8 mile Matura beach stretch. This location was chosen because the Matura Beach Turtle nesting site is particularly significant for the endangered leatherback sea turtles who return to these shores annually to lay their eggs as well as other sea turtle species.

Seventeen (17) ASSL employees participated in the clean-up exercise which supported a holistic approach and applied the ASSL motto "For Total Protection" to not only security but the environment as well. It is imperative for us as a responsible corporate citizen to care for nature and our wildlife. In addition to caring for the environment, ASSL also made donations to the Nature Seekers with supplies including hand sanitizers, crocus bags and garbage bags to ensure a clean and safe environment is maintained for the turtles.



ST. ANTHONY'S TIGERS CAN COOK 2023



Amalgamated Security Services Limited (ASSL) continues to work with organizations to improve the lives of persons and in this context, ASSL participated in the "St. Anthony's Tigers Can Cook" event held on Saturday 8th of July 2023 at the St. Anthony's College Grounds, Westmoorings. ASSL along with other companies and individuals sponsored a variety of food items for the event. Through the sale of tickets, the St. Anthony's Old Boys Alumni raised funds to assist the College in various projects associated to the improvement of the school facilities and edifying offers.

In order to ensure the best foods were presented, served and the flavor surpassed expectation, the cookout's organizers had prizes, they were given in the following categories:

- Best Named Dish
- Best Presentation
- Tastiest Dish

ASSL theme for 2023 'Meat U There' won in the category of Best Presentation. The dishes served by ASSL were: Pork – Hogs and Kisses; Beef – Like no Udder; Lamb – Lamb Jam; Fish - So-FISH-ticated. The ASSL area was also very interactive thanks to the Amalgamated Security Promotional Girls who served and entertained patrons both young and old. Patrons were also entertained by a live DJ. Tigers Can cook 2023 was an eventful evening with good company, great family atmosphere and glorious food – all for a good cause.

CORPORATE CULTURE

Apart from our employees, culture can become our greatest asset as it is often said that culture can define an organization. To this end, we aim to set a new standard, one that reinforces our core values that makes this a great place to work. In early 2024, ASSL was recertified in ISO 9001:2015, ISO 18788:2015, and ANSI/ASIS PSC-1:2012/2022 within the company's operations, and the first in the world to achieve the ANSI/ASIS PSC-1:2022. This opened the barrier of a culture change towards risk-based thinking. One that would drive the organization into the next century.

The Company completed the audits conducted by MSS Global and achieved certification in February 202024 for a three (3) year period. Now, being a risk-based thinking organization practicing the highest ethical standards enables an open and candid forum for communication of operational objectives to drive our strategy and culture forward.

ISO9001 is defined as the international standard that specifies requirements for a quality management system (QMS). Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.

ISO 18788:2015 provides a framework for establishing, implementing, operating, monitoring, reviewing, maintaining and improving the management of security operations. It provides the principles and requirements for a security operations management system (SOMS). ISO 18788:2015 provides a business and risk management framework for organizations or conducting, or contracting security operations and related activities and functions while demonstrating:

- a) conduct of professional security operations to meet the requirements of clients and other stakeholders;
- b) accountability to law and respect for human rights;
- c) Consistency with voluntary commitments to which it subscribes.

ANSI/ASIS PSC.1-2012/2022 is a management standard for the quality of private security company operations. The standard seeks to operationalize the International Code of Conduct (ICOC) within a formal structure familiar to businesses. That structure, with national and international supervision, provides auditable procedures for the development of the standard, certification to it, and monitoring of ongoing compliance. It incorporates elements of the Montreux Document.





Amalgamated Security Services Limited

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