

WORKING CONDITIONS AND HUMAN RIGHTS POLICY

Securital Solutions Ltd provides security and security-related services in Malta and is committed to respecting human rights and promoting fair, safe, and dignified working conditions.

The Company recognizes its responsibility to uphold fundamental human rights and labour standards in line with applicable legislation and recognized principles

Our Commitments

Fair and Lawful Working Conditions

- To ensure working conditions comply with all applicable legal requirements.
- To provide working arrangements that respect dignity, fairness, and lawful practices.

Freedom and Voluntary Employment

- To prohibit all forms of forced, bonded, or involuntary labour.
- To ensure that employment with the Company is entered into freely and voluntarily.

Child Labour

- To strictly prohibit child labour in any form.
- To ensure that all employment practices comply with minimum legal age requirements.

Working Hours and Rest

- To comply with legal requirements relating to working hours, rest periods, and leave.
- To promote working arrangements that support health, wellbeing, and work-life balance.

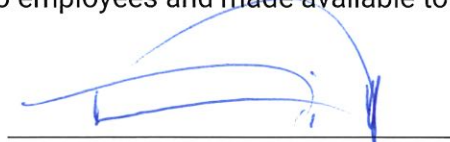
Ethical Employment Practices

- To ensure employment practices are conducted fairly, transparently, and lawfully.
- To avoid any practices that may exploit or unfairly disadvantage workers.

Compliance and Continuous Improvement

- To promote awareness and improvement in fair working conditions and human rights.

This policy provides the framework for fair working conditions and respect for human rights within Securital Solutions Ltd and applies to all employees, contractors, and people acting on behalf of the Company. It is communicated to employees and made available to other relevant interested parties.



General Manager

Elton Debattista