

CODE OF CONDUCT

[Sec 68 (1)of the Act]

CODE OF CONDUCT FOR PRIVATE SECURITY PROVIDERS

A registered private security provider shall—

- (a) not accept any contract or act in a manner which violates the national or international law;
- (b) strive to ensure the highest standards within the private security services industry and support the application of a transparent and fair licensing system throughout the sector, regardless of the size of the individual companies concerned;
- (c) provide basic training for new employees, where state institutions do not provide it, and internal training systems which shall cover international and national law, cultural sensitivity, first aid and gender issues and further training on a continuous basis;
- (d) ensure that the staff it engages are recruited according to objective criteria and have—
 - (i) no criminal record;
 - (ii) not committed past human rights violations; and
 - (iii) not been dishonourably discharged from state organs that provide security services or similar agencies abroad;
- (e) develop standard operating procedures and put in place strict and detailed guidelines on the use of minimal force in accordance with international best practices;
- (f) ensure that employees of private security firms are not subjected to human rights abuses and that services provided to them are examined for their potential impact on human rights;
- (g) ensure that minimum national standards of health and safety at the

employees workplace are maintained, or surpassed, and that risk assessment and prevention is at the highest possible level;

(h) cooperate with national law enforcement authorities, providing any information necessary for law enforcement or crime prevention while respecting client confidentiality and without contravening the law;

(i) not have any affiliation with political movements, paramilitary or criminal groups, or security agencies in a manner likely to contravene the law or this Code;

(j) develop internal systems of governance including a code of conduct, and policies on the recruitment, training, financial and contractual policies and registration of employees, amongst other things, and these systems will be open to public scrutiny at all times;

(k) promptly and thoroughly investigate complaints of inappropriate or illegal behaviour by staff, and shall inform the police of these actions when appropriate; and

(l) work with other members of the private security sector and other relevant bodies to promote adherence to this Code and general professionalism across the sector.