

**Protection is Our Profession**



**AL-GHADEER FOR SECURITY  
SERVICES COMPANY LTD.  
G.S.C**

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***You're Safe Now***

**AL-GHADEER FOR SECURITY  
SERVICES COMPANY LTD.  
G.S.C**

شركة الغدير للخدمات الأمنية

**-45-**

**Protection is Our Profession**



All of our security solutions are tailor made for each customer.

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## Who we are

Al Ghadeer Security Company, (GSC) is a 100 percent Iraqi owned private company, with Western expatriate management staff. GSC has been operating, un-interrupted in Iraq since 2004. GSC understands the local environment and the challenges associated with commercial, Governmental and Non-Government operations and client needs. The long standing company ethos and understanding allows us to adapt our solutions to provide effective and compliant solutions to fit client requirements. GSC adopts a low-profile, intelligence-led approach to protective services. The highly experienced Projects Management Team intimately understands the social and cultural complexity of Iraq and has regularly modified management and operational resources to best fulfil client requirements throughout changes to the political, operational and security environment. This approach has proved highly successful. Currently, GSC support clients with bespoke security solutions that include.

- ✦ Mobile Security Teams – New model B6 Armoured and 'soft skin' fleet.
- ✦ Personal Security Details – Iraq wide
- ✦ Static Guarding – including command and control
- ✦ Convoy security and escort – fleet and response management
- ✦ Centralised operational command – Group operations center

## Summary

At GSC, we strive to provide value for money and compliant professional service. GSC has invested heavily in improving delivery and standards for clients throughout Iraq.

This includes

- ✦ ISO: 9001:2015 certified
- ✦ ANS/ASIS PSC.1 2012
- ✦ OHSAS 18001:2007
- ✦ ISO: 18788:2015 certified



## We Have

- ✦ Approved and accredited training Centre (Highfield Training Certificate)
- ✦ Procurement of our own vehicles B6/Soft.
- ✦ A 500 sq. m purpose built camp at North of Rumaila.
- ✦ A Camp located at Safwan.
- ✦ Basra City HQ Office.

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## Company Mission

GSC mission is to build long-term successful relationships with our clients and provide exceptional customer services by pursuing business through training, innovation and advanced technology. Serving Our client is our main aim, making sure our client is 100% secured in safe and most hostile environment (Protection is our main profession).

## Company Goals

- ✦ To build on our reputation in the field of security service provision and risk management Regional expansion in the field of private security and risk management
- ✦ Develop a strong base of key customers. Sustaining a long-term relation with our clients
- ✦ Increase the assets and investments of the company to support the development of services.
- ✦ To build on our reputation in the field of private security & risk management in order to ensure our future within the industry.
- ✦ Keeping Our Prices competitive and keep the same professional Services.
- ✦ Recruiting and retaining a fully qualified management team which meets client need 24/7.

## International and Iraq Compliance

GSC fully meets the International and national compliance requirements to support its clients in Iraq. GSC has signed up to the International Code of Conduct and is an ISO 18788:2015 member. GSC has also enjoyed Highfield membership since its conception. GSC adheres to the laws of the land for Iraq and is licensed with the Ministry of Interior and the South and North Oil Companies. GSC pays Iraqi tax. Our clients will enjoy best practice, fully legally & contractually compliant, more reliable, more uniform, service delivery meaning the lowest possible operational and reputational risk for clients. GSC have also been PSC 1 certified since December 2017.

## Quality management system

**At GSC, we take quality, HSE & compliancy as a top priority, which is backed by the CEO and the country management team.**

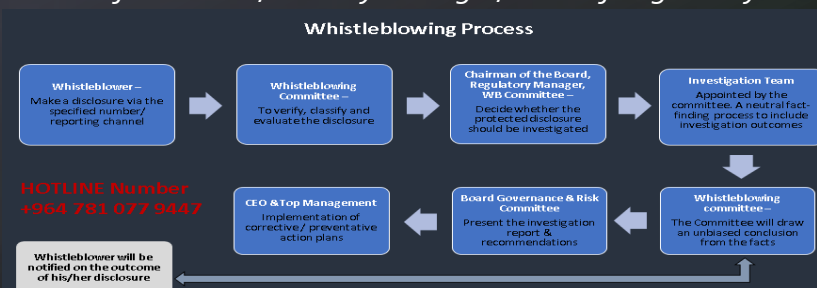
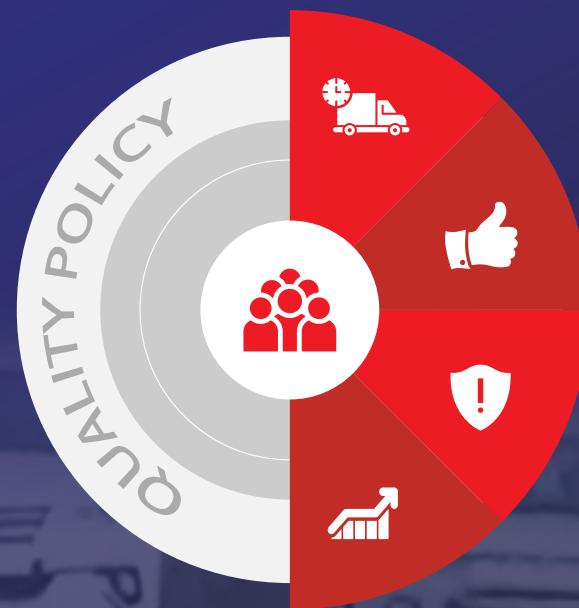
- ✦ We continue to prove we work to high standards by obtaining recognized certification of our work.
- ✦ GSC is one of the most professional Iraqi owned security companies and we pride ourselves in leading the way by listening to our clients and action on and exceeding their requirements
- ✦ GSC hold the prestigious ISO 9001:2008 QMS which we obtained in October 2014, and we recently certified ISO: 18788:2015 and PSC 01: 2012 by the American Global Standards LLC
- ✦ UK certified quality management systems ensure that quality is embedded into all of our operations it also reflects our reliability and commitment to maintain continuity of service.
- ✦ GSC strive for excellence and 100% compliance with contractual and legal requirements and exceed the industry minimum standards.
- ✦ Recruiting and retaining a fully qualified management team which meets client need 24/7.



# Quality Policy

- ✦ The basic orientation of GSC is to recognize the quality in the security industry , this will be achieved through :
- ✦ Consideration of context of the group and aligning the management systems with the strategic direction of GSC .
- ✦ Satisfy client and applicable statutory and regulatory requirements.
- ✦ Management of GSC along with employee establish quality objectives and define responsibilities for their fulfillment.
- ✦ Establishing, applying, maintaining and continual improvement of effectiveness of the Quality Management System based on ISO 9001:2015.
- ✦ Continual enhancement of client satisfaction.
- ✦ Tracking and applying new technologies and training employees for the correct deployment of these technologies.
- ✦ Careful selection of suppliers and subcontractors.
- ✦ Commitment to increase quality of our Services in order to exceed client expectations.
- ✦ Making continuous improvement a part of every day and every job.
- ✦ Ensure that Policies and Procedure Manuals reflect what we actually do.
- ✦ Understanding the position and job description fit into the overall flow of work of the group.
- ✦ Continuously upgrading for Management Systems in all stages ranging from service order receipt, technical analysis and design, mobilization, service delivery, de-mobilization, analysis and evaluation of job effectiveness and efficiency, and seeking our client
- ✦ All company personnel, subcontractors, as well members of the public (Third-Parties) are eligible to make protected disclosures under GSC Whistleblowing policy. **NO UNFAIR** treatment will be meted against a Whistleblower by virtue of him/her having submitted a **PROTECTED DISCLOSURE** under this policy.

Whistleblowing Committee comprises: Chairman of the Board, Country Manager, Head of Regulatory Legal Affairs & Head of Internal Audit.



# Service and Core functions

Our International management team is highly experienced with excellent business acumen. Instilling a culture of innovation and creative thinking to enhance service quality.

GSC is capable of providing a comprehensive range of security support services to both commercial and Government organisations within the challenging and potential hostile environment.

- ✦ Project Security
- ✦ Mission Support (Intelligence /Risk /Threat assessment)
- ✦ Security Audit
- ✦ Risk Advisory and Security Consultancy
- ✦ Mobile Security (Personnel /Convoy support and Escort)
- ✦ Static Location Security
- ✦ Securing Camps , compounds , luxury villas and housing units .
- ✦ Specialist Dog Teams (Kg guarding and detection)
- ✦ Technical Design, Implementation and management for security infrastructure
- ✦ Accommodation
- ✦ De – mining
- ✦ Digital Communications
- ✦ Medical Coverage – from incident to Repatriation
- ✦ Port and Maritime Services
- ✦ Training Services (Pre deployment and continuation training)
  - ✦ NVO Assessment
  - ✦ DSA defense Driving Courses
  - ✦ ISO9001 consulting
  - ✦ Weapon Inspection





## Cost Benifits

GSC understands the commercial imperatives faced by organisations operating in Iraq, through adopting a 'teaming' approach GSC aims to offer superior value and commercial flexibility.

GSC can confidently (finance stability) commit to mobilising new assets without any requirement for mobilisation payments or unreasonably short payment terms.

GSC is pleased to be able to offer a scalable 'call-off' style price structure, to allow customers almost total flexibility in adopting appropriate security profiles. While it is necessary for planning purposes to provide rates by project and team, GSC will assess the project in terms of the pool of resources required to support levels of activity, and provide clients with the ability to increase or reduce those resources as is appropriate to the threat and the commercial environment.

## Mobile

GSC is highly experience in provision of tailored mobile security teams for contracted and AD-HOC engagements. We Operate a fleet of Soft skin 4X4 SUVs and armored B6 SUVs, providing secure transport relevant to the environment and specific to our clients' requirements.

Our operations room provides journey management, location tracking and incident response for all mobile security teams through a multi-layered physical communications infrastructure. Our Fleet in constantly monitored using a mix of in-vehicle and portable tracking system VHF radio, satellite and GSM Capabilities

## Added Value

GSC services offering added value that can be incorporated into our service offering:

- ✦ Access to a 200-man camp with an operations room, vehicle servicing centre and emergency evacuation capability for GSC and client personnel.
- ✦ A fully equipped GSC training center for our Iraqi training and mentoring Program.
- ✦ A digital intrinsically safe communications system that has been approved by the IOCs for use on the concessions thus meeting the HSE compliance that will be required going forward.
- ✦ Standing fleet of 50 B6 Armoured vehicles, including ambulances, coaches, minibuses and pickups. The majority are new model Toyota

## Vehicles

GSC operates with a variety of B6 and soft skinned vehicles for various clients.

These includes but not limited to supplying and manning the following:

- ✦ **B6 armored land cruisers.**
- ✦ **B6 armored 16-22 seat buses.**
- ✦ **B6 armored 8-seat minibus.**
- ✦ **B6 armored pick-up trucks.**
- ✦ **B6 armored ambulance.**

The fleet is less than 6 years old and all vehicles undergo stringent audit and undergo regular service and maintained that is managed through the GSC fleet management division.

In addition, GSC has a range of soft-skinned vehicles that are ideal for equipment carriage. the commercial environment.

## Training

GSC set aside corporate budget to ensure that each staff member is trained to both minimum standards for his / her role within both the Corporate HQ and client project.

GSC believes that training and development provides both the company as a whole and the individual with benefits that make the cost and time a worthwhile investment. Whilst improving motivation of employees and enhancing the professionalism of the company in the eyes of the customers.

We are able to offer fully accredited qualifications approved by the regulatory authorities in the United Kingdom and recognized throughout the world. The Highfield accredited training system has authorized GSC to conduct training courses for security personnel in Iraq..

## Vehicle Protection

GSC vehicles conform to armouring level B6

Each tyre is fitted with run flat capability

B6 amour with under armour capable stopping 2x grenades thrown simultaneously

B6 armour and armoured glass

The window fitted to each vehicle conforms to EU standards EN1063 and will withstand engagement of 7.62mm munitions.



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## Equipment

GSC ensures each employee deploys within the required minimum standards of equipment, in addition each employee issued with a hand held radio that is digitally secure and intrinsically safe and PPE as standard.

## Specialist BPE

GSC provides ballistic protective equipment (BPE) to its staff & all passengers when in transit to the following standards:

- ★ BPE is certified to US National Institute of Justice (NIJ) standard 0101.03; body armour needs to be an acceptable standard plate carrier with reasonable light weight plates and maintained in a functional manner.
- ★ Helmets are to be available if the current risk environment is assessed as needing further personal protection.

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## Personnel

All employees are experienced operating within Iraq and are ex-military or armed police. The international workforce is recruited from UK, US, AUS, NZ, SA and Middle Eastern and European regions.

Each employee is trained in close protection and holds medical qualifications to the minimum required standards.

GSC management consists of ex-military personnel that have all attained the SNCO / WO rank during their military careers.

As well as military experience our management team have all been PSD operators and have had experience managing commercial businesses where they have operated profit & loss accounts for their respective companies, thus enabling us to understand your needs for savings and quality.

We employ local nationals that are highly trained and from the local area where we are operating in, this enhances our relationship with the local population and conforms to our ICOC obligations.

### All GSC personnel have complied with the following company policy:

- ★ Criminal and background vetting. New employees, prior to employment have achieved successful vetting prior to assumption of post.
- ★ Have received training in the Law of Armed Conflict (LoAC) and Rules for the Use of Force (RUF). Those employees whom are issued personal weapons carry RUF cards as a matter of course in line with MoI regulations. Acknowledgement documentation forms are held with GSC Human Resources which stipulates that each employee has been trained in the differences between Rules of Engagement (ROE) and RUF as highlighted in the Lautenberg Amendment.
- ★ All potential GSC clients are encouraged to assist with the vetting and selection process of potential management candidates and have the right to remove existing or potential appointments within reason.
- ★ GSC operate a 200 capacity man camp in North Rumailah and therefore have the ability to provide life support for GSC personnel in support of call off contracts and a client base alike.
- ★ GSC's HR team hold dedicated Public Relations Officers (PRO) that reduce friction associated with PSC licensing, freedom of movement and international travel.
- ★ It is the suggestion, through experience, that the Security Project Manager is permanently located with the client in order to provide first-hand information from GSC supporting asset, intelligence picture and to gain knowledge from the client about their specific operations.





## Communications

All GSC duty personnel have immediate access to 2 levels of communications.

All vehicles will be fitted with a communication system has a wide range of capabilities including:

Reliable, clear communications between vehicles and with the GSC Operations cell from all required locations

- ✦ Intrinsically safe usage on oil and gas class 1, 2, & 3 locations and DG 1, 2 & 3 sites
- ✦ Security from eavesdropping
- ✦ Mobile phone capability
- ✦ Email and text messaging capability
- ✦ Vehicle mounted base stations for coverage in any location however remote
- ✦ Tracking capability (GPS, IVMS).
- ✦ Alert button
- ✦ Our company uses most recent versions digital radios inclusive of hand-held and vehicles radios.
- ✦ Each vehicle carries a satellite telephone.
- ✦ Using IVMS System (In Vehicle Monitoring System) which is monitored by our operations room and can be used by our clients as well based on their urgent need of it.

## Ambulance Services

Our company provides service of providing B6 / Soft Ambulance inclusive of its medical equipment which is compliant with BP/Shell standards. We can provide Expat/Local qualified medics based on our clients required standards.

## Medical Support

GSC will ensure that all supporting medical equipment conforms to ROO / IDC policy. This includes the GSC Primary Care package. GSC medics have been trained and are prepared to deal with the following:

- ✦ Gunshot wounds
- ✦ Blast and burn injuries
- ✦ Fractures
- ✦ Trauma associated with O&G operations, RTA and kinetic incidents

All GSC duty personnel have the minimum medical training as "Medic First Aid" (MFA) Basic Life Saver. All expat personnel and senior LN personnel are to be trained to MFA Advanced Life Saver and meeting security requirements for contractors and ROO Contractors Medical Minimum Standards

GSC client carrying vehicles contain a basic medical pack with supplies sufficient to deal with trauma and first aid and each GSC IDC team will carry an Automated External Defibrillator (AED with ECG Display) which is checked prior to deployment. In addition, GSC Teams carry EmOx systems to provide needed oxygen in the event of medical emergency.

The B6 armoured vehicles have the capability to be reconfigured to fit in a stretcher for medical emergency.

## Innovative Solution

GSC is structured to provide clients with an innovative, flexible and cost-efficient security force, equipped and manned to protect and support the full spectrum of customer operations, Iraq-wide. In consultation with the Clients, GSC management will task organise assets to create a bespoke solution to meet the business needs of that day. This will open up the information chain down to operators and up to the project management in a timely fashion. GSC have ability to expand the project where necessary and swiftly.

## Weapons & Storage

GSC weapons and ammunition are subject to MoI regulations. No GSC employee holds any personal weapon that is not registered to the company. GSC weapons and ammunition are:

- ✦ Held in a secure and dedicated armoury with an audible alarm system.
- ✦ Allocated to each individual employee with weapon card.
- ✦ Trained with regularly and each employee has passed mandatory weapons tests and range periods with the GSC allocated weapon.
- ✦ Available for regular inspection.
- ✦ Weapons will be maintained to the highest possible standard and regularly checked by a qualified armourer. All weapons systems will be compliant with all applicable Iraqi law and will be licensed with weapon cards.
- ✦ All loading and unloading will be carried out in established bays.
- ✦ Ammunition is from a standardised source and not modified in any way.
- ✦ The ammunition is marked and stamped to show age and quality.



## K9 Service

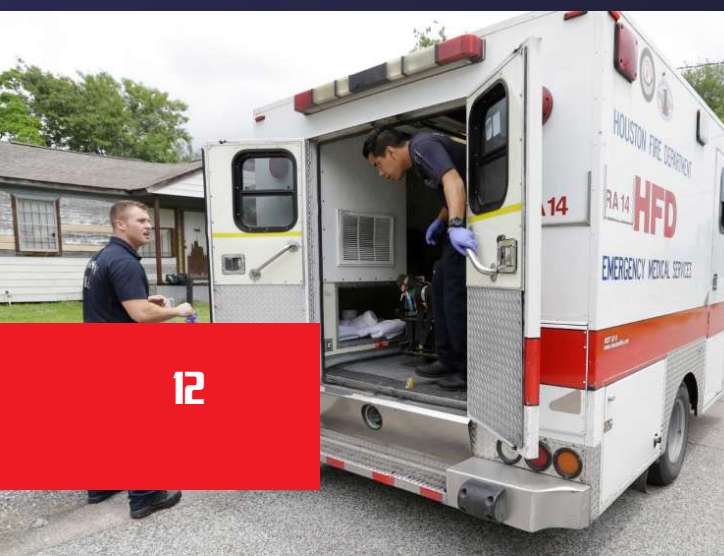
GSC dogs are exclusively trained in building and vehicle searches, article tracking, handler protection and location, which makes us an unbeatable provider of canine services in Iraq for your assignments.

Detection Dogs Explosive Detection Specialist training is provided to our dogs on particular substances which frame the exact composition of explosives. Our canine services in Iraq provide detection dogs who receive continuous training to make sure the provision of highest level results whilst doing their work unnoticeably to guarantee the least intimidation of the public or clients by the presence of our dogs.

## International Company

GSC was conceived in Iraq and has adapted over the years in order to embrace the international dynamic of Oil and Gas operations within a challenging environment

GSC's executive has made it clear that with the cultural understanding of the client, the location and management are paramount to the support to the project and therefore the success of the company. GSC has traditionally had Western Expatriate security managers and team leaders commanding Iraqi operators. Recently GSC has recruited quality Eastern European, SA and Fijian PSD Team Leaders in order to remain competitive, but continue to deliver quality. The influx of International companies into Iraq has given GSC an edge in the ability to recruit, train and deploy vetted personnel into Iraq. The bespoke human resources strategy means that there are no cultural or language barriers in place through GSC and the client base which eases associated friction and enables the client to conduct their operations with less hindrance. With HQ elements located in Basrah, and Dubai, the GSC procurement and logistics chain is well poised in overwatch, ensuring that operational delivery in Iraq is the main focus.





# HSE Policy

GSC believes in sustainable development and is committed to effective management of health and safety, the environment as an integral part of our business, health and safety of our employees and any other person who may be impacted by operations and activities are of paramount importance and our aim is zero harm to people our assets and minimal impact to the environment. To make certain our operations are carried out in a manner that ensures the health and safety of all personnel and affected parties, GSC has implemented and maintain an ongoing health and safety environmental program directed at preventing injury, illness, accidents, incidents or any harm to the environment operate in project. HSE program is based on (OHSAS 18001) occupational health and safety standards, applicable international, national regional and local health safety and environment (HSE) regulations and statutory obligations and other requirements as appropriate and where applicable to our operations.

GSC develops:

- health and safety environmental goals and standards.
- continually reduce the risk of personal injury, illness or harm.
- appropriate instruction, training, and supervision.
- personnel, Subcontractors comply with standards and workplace directions.
- promote a positive HSE culture within company.
- HSE policy is documented, implemented and maintained, Furthermore, policy is communicated to all employees and that they are aware of their individual HSE obligations.

The content and implementation of this policy will be reviewed annually by senior management and take action accordingly of good practices through company.

# Our Clients

