

**The GEO Group, Inc.**  
**GLOBAL HUMAN RIGHTS POLICY**

The GEO Group's existing commitment to the protection of the human rights of all persons in our custody, care or control is further exemplified by the adoption of the following Global Human Rights Policy.

In adopting this policy, we acknowledge the unique nature of our operations as private providers of detention, correction, residential treatment and monitoring related services to governmental entities, and the significance of our relationship with our government business partners.

While the principles enunciated in this policy are those of the GEO Group, they have been informed by reference to such third-party international organizations as the United Nations and such instruments as its Universal Declaration on Human Rights, and the International Labor Organizations 1998 Declaration on Fundamental Principles and Rights at Work. These instruments are guides to aid governments in the development and implementation of national law. However, they also are instructive, while non-binding, as tools that a private entity such as the GEO Group may use as a guide to the formulation and implementation of its own company policies.

**Respect for the Rule of Law**

The GEO Group plays a fundamental role in law enforcement and corrections making it critical that we promote, respect, and obey the rule of law, and the institutions that create and enforce it. We expect that our stakeholders, whether they be employees, business partners, inmates, detainees, or others served, share our philosophy on this point, even if they may disagree with the law. It is the foundation upon which our company is built.

We will strive to develop and refine, as needed, internal monitoring and oversight policies and mechanisms designed to assure our continuing compliance with the rule of law and respect for the human rights of those in our care and custody, with due respect for the parameters defined by the governments for which we provide services.

**Respect for the Basic Rights of our Workforce**

The GEO Group expects that we treat each other with mutual respect. The company respects the rights of our employees to work in an environment that is free from discrimination or harassment, and offers equal employment opportunities without respect to race, sex, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, genetic information, marital status or any other legally protected status. Subject to applicable national law, we respect the right of our employees to decide to join or to refrain from joining any lawful organization. We embrace and value the diverse backgrounds of our employees and seek to create an atmosphere in which ideas can be expressed freely in an environment of mutual respect,

trust and honesty. We promote a system of compensation and benefits that is fair and equitable for the type of work performed, the laws, regulations and contractual obligations that govern our operations, and the local business markets in which we operate.

It is important to respect the leadership hierarchy within our organization. Respect for this structure is necessary to enable us to implement our responsibilities safely and successfully. However, respect for the leadership hierarchy and each other can coexist effectively, and we will continue to work hard to achieve that goal.

### **Respect for our Inmates and Detainees**

We are serious about our responsibilities to inmates and detainees. To that end, we strive to uphold the health, welfare and basic rights of these individuals by working to ensure their safety, security and well-being while under our protection and care. It is important to establish and maintain an environment in which inmates and detainees are protected from unlawful physical and verbal abuse, injury, corporal punishment, damage or loss of property and harassment. We also promote a strong program to prevent sexual abuse within the inmate and detainee population.

It is consistent with our philosophy to support the ability of inmates and detainees to develop the values and skills needed to complete their terms, and upon release, become productive and law abiding members of society. To that end where possible we promote education, training, rehabilitation, and treatment within the inmate and detainee population. In this process, we engage our business partners and others within the community to help facilitate the promotion of these objectives.

### **Awareness and Training**

The GEO Group believes there is a fundamental connection between the human rights aspirations set forth in our company policies and their realization. To that end, we strive to make our staff aware of the commitments we have made in those policies, and to incorporate them into our training protocols.

### **Respect for the Community**

The GEO Group strives to be a contributing member of the communities in which we operate. Not only do we pride ourselves on the opportunities we make available to the members of those communities, but we also seek out ways to engage our communities directly as a partner and a citizen. We also work hard to continuously improve our operations and processes so as to minimize waste and protect the environment.

### **Respect for this Policy**

The GEO Group believes that having the ability to monitor and implement this policy is as important to the company as having the policy itself. To that end, we will inform our

stakeholders of its existence, develop, implement, refine as needed and evaluate the impact of the policy, and encourage them to report suspected violations of the policy. Retaliation against those who raise concerns under this policy will not be tolerated.

The maintenance of a human rights policy is an evolving process, and The GEO Group strives to continuously engage in an ongoing assessment of its implementation and impact on its own and in consultation with stakeholders, and, where practicable, refine it to further promote the principles it contains.