

GEO Group's Commitment To Human Rights



A Message From President J. David Donahue



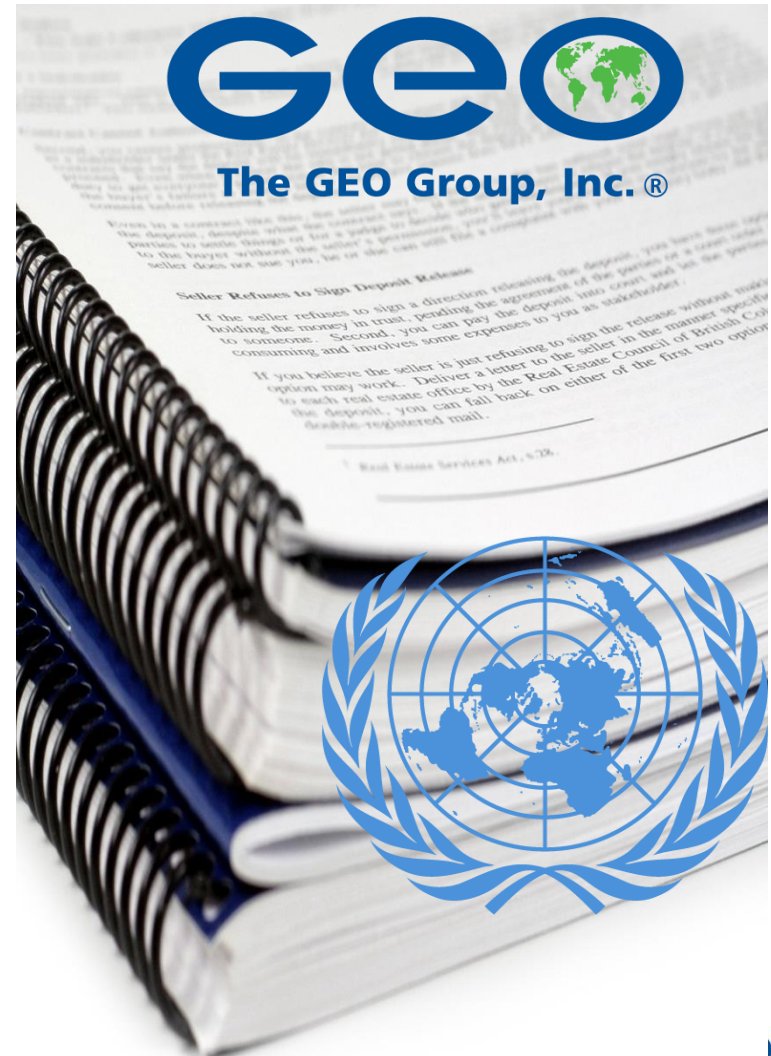
GEO Group's Human Rights Statement

- In 2013 -- GEO Group formalized its commitment to respect human rights in its first human rights policy adopted by the Board of Directors
- After years of consultation with internal and external stakeholders, in 2019 – The GEO Group enhanced its human rights approach, resulting in a new and updated Human Rights Statement
- GEO Group's commitment is for every employee to become familiar with the principles outlined in the statement and to uphold them

Our Unique Human Rights Statement

Based on select guidance that helps GEO chart its own path:

- United Nations' Universal Declaration of Human Rights; and
- ILO's 1998 Declaration on Fundamental Principles and Rights at Work



GEO Group's Unique Role In Society

- Extension of the arm of law enforcement.
- Highly regulated.
- We must always be aware of how our actions impact others
- Reputation as best in the business
- We work hard to exceed our client's expectations and implement the directives they have given us.



Group Activity

How does GEO's role in society and connection to law enforcement require that they hold themselves to a higher standard re to Human Rights, dignity, and respect of one another, as well as detainees?

GEO – Scrutiny Requires Compliance

GEO:

- Leader in our industry
- Subject of extensive auditing
- How does the concept of auditing impact us?
 - ***Compliance with Policies and Regulations is Imperative***



GEO's Commitment to Transparency

- Where possible, we publicly report the results of audits
- We do this because it helps our stakeholders to understand the high quality of services, we provide
- We have committed to publishing an annual human rights report

What are Human Rights at GEO?

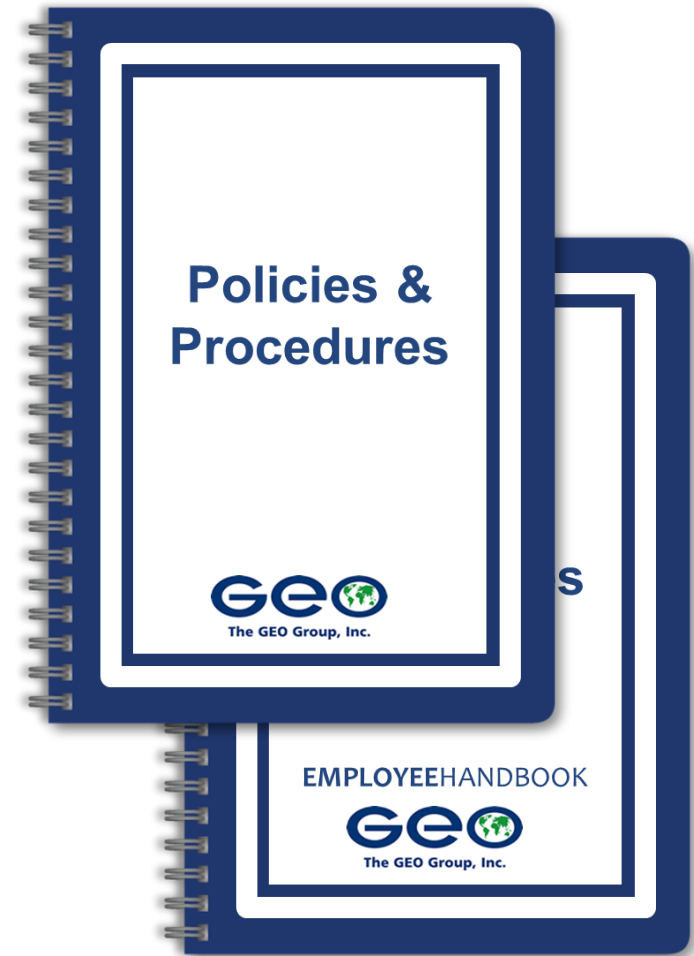
- Mutual respect in any interaction that we have with others
 - Colleagues, inmates or detainees and their families/visitors
 - The community
- Correctional professionals, must respect inmates and detainees entrusted in our custody and control - even if they do not show respect to us
- Basic respect for them as human beings protects GEO employees and enhances safety



GEO's Policies And Procedures

Comprehensive system

- Governs how we interact with all GEO stakeholders
- Structured to minimize concerns
- Imposed by the laws, regulations or contract provisions
- Ensures the basic principle of respect



Consider This

Casey, a GEO corrections officer has had numerous confrontations with Mike, one of the detainees. On one occasion Mike became incredibly frustrated and irate with Casey, because Casey took away Mike's recreational privileges for a week after Casey learned that Mike had vandalized his cell. Mike expressed his anger and frustration by threatening Casey with physical harm and spitting on him.

Consider This

Would it be appropriate for Casey to defend himself against Mike, making similar threats, and considering use of physical force?

A. Yes. While Casey needs to respect Mike and all detainees, he should not have to put up with Mike's behavior and self-defense is always an option.

B. No. Although Mike's behavior is inappropriate, Casey needs to follow protocol and respect Mike despite his angry outburst. Casey must rely on GEO policy and using the chain of command to report the issue as appropriate.

Most Important

Every GEO
employee must
promote, respect
and obey the
rule of law!



RULE OF LAW



Mutual Respect

- Respecting human rights starts with GEO employees
- We value and need YOU to you embrace the commitment to respect human rights



GEO's Commitment

Our commitment applies to our dealings with:

- Each other
- Inmates and detainees
- Families/visitors of those in our custody and control
- Business partners

Contact with the outside world is a path to rehabilitation



True or False?

As a GEO employee it is important to abide by GEO's policies and procedures to ensure compliance with the law and safety and security measures.

GEO Supports And Abides By Constitutional Principles

GEO is an extension of government:

- Held to the highest standards as a matter of law and perception
- Constitutional responsibilities
 - “prohibits cruel and unusual punishment”



GEO Supports And Abides By Constitutional Principles

Non-compliance has consequences!

- Impacts GEO operations
- Jeopardizes safety and security of others.



Regulatory Network Monitors GEO Operations To Ensure Compliance



- Facility audits
- Internal complaint procedures
- Internal investigations



GEO's Commitment To Respect Our Workforce's Rights

GEO Policies ensure respect, compliance and equal opportunity for our workforce:

- EEO
- Diversity
- Harassment
- Anti-Retaliation



Sexual Harassment Is Not Tolerated

- Sexual harassment in the field of corrections is a serious problem
- Our policies protect both our employees as well as inmates/detainees from harassment
- Both women and men can be subject to sexual harassment

What Is Protected?

Protected Classes:

Age

Gender/Sex/Pregnancy

Race

Ancestry

Color

Religion

National Origin

Disability

Genetic Predisposition

Veteran Status

Protected Activities

may include:

Filing an internal
complaint

Filing an external
complaint

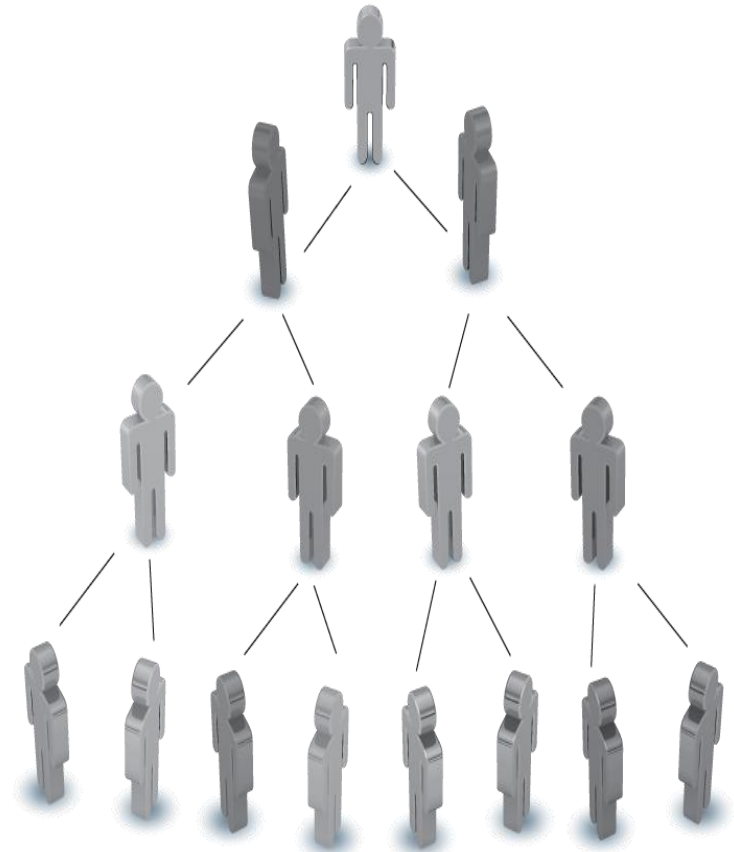
Joining a union



Human Rights at GEO

Includes Respect for Hierarchy

We expect everyone to respect our command structure in order to ensure the safety and efficiency of our operations



Consider This:

Jean, a GEO employee inadvertently leaves her keys in a location where detainees can access them. How can Jean's action, although inadvertent, cause a serious safety concern at GEO?



Human Rights at GEO Includes a Commitment to Safety

- Because our work can be dangerous it is important to follow our policies and procedures in performing your duties



GEO's Commitment to Respect Human Rights Includes Dignity And Respect Towards Inmates and Detainees

- Review & understand our policies, including our “use of force” policy
- Avoid altercations with inmates and detainees by maintaining professionalism



GEO's Commitment to Respect Human Rights Includes Dignity And Respect Towards Inmates and Detainees

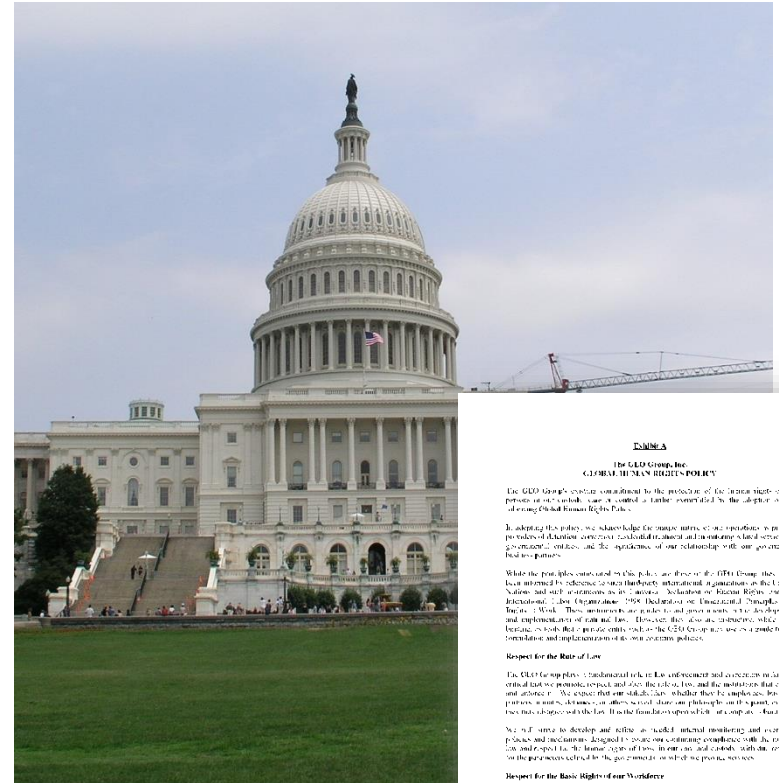
Even with dangerous and difficult situations, approach every interaction with inmates and detainees as a highly skilled corrections professional

- Always follow protocol



GEO's Human Rights Commitment Includes Compliance with Protocols: PREA

- 2003 – PREA passed
- Imposes strict rules and regulations
- How to Meet the challenge: Avoid violations of GEO protocols and PREA standards by maintaining professionalism



GEO Continuum of Care®

- Central to GEO's commitment to respect human rights is to reduce recidivism and facilitate transition to the outside world.
- We have done this through the GEO Continuum of Care®



GEO Continuum of Care®

- **What?** An enhanced in-custody offender rehabilitation program, with intensive case management, and followed by post-release support services
- **Why?** Consistent with our philosophy to help inmates/detainees become productive and law-abiding members of society once they complete their time.
- **The result?** Reduced recidivism rates!

GEO's Continuum of Care – by the numbers

- **441** – the number of High School Equivalency diplomas awarded in FL
- **950** – the number of Vocational certificates awarded in FL
- **15,773** – the number of sessions of individual cognitive behavioral therapy programming in FL
- **\$3 million** – the investment GEO has made since 2015 at the Graceville facility

Be Aware Of The Significant Role The GEO Group Plays In Our Communities

Never use your role as a GEO employee for personal gain or to improperly exert influence within the community

Law enforcement and community member – an important balance:

- The GEO Group is proud of its ability to create jobs in our communities.
- GEO employees play an important role in the community.



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GEO Engages the Community

Community outreach and other programs.

- Your support and involvement in these programs advances GEO's commitment to Human Rights
- As the face of GEO in the community always fulfill the principles of mutual respect and professionalism



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Consider This

Ken, a GEO employee, is well known in his community. One afternoon, while running errands on his personal time, Ken runs into a group of kids who are seemingly up to no good. Ken immediately pulls out his badge, and in a loud voice exclaims, “Put your hands up!”

The kids become startled and run away.

- Is Ken’s off duty behavior appropriate?

GEO's Commitment to the Environment

The GEO Group respects the environment.

Construct and operate our facilities in a manner consistent with applicable regulations. Our goal:

- Sustainability and partner with our communities



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Your Commitment

- Understand the Human Rights Statement
- Respect its Principles
- Reflect the company's commitment to respect Human Rights in your conduct

Access to Remedy

- Central to our Human Rights Statement is the ability of those who believe their human rights have been adversely impacted, to raise the subject with us and to seek resolution.

Access to Remedy

- Use the chain of command, if possible.
- Use the GEO Group Employee Reporting Hotline.
- GEO will conduct an investigation into the allegations and take appropriate action as necessary.
- No one will be retaliated against for reporting a suspected infraction in good faith.

Thank You!



Thank You!

Questions?



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