



# UNI PROPERTY SERVICES GLOBAL UNION

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Warburg Pincus investors

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## **Subject: AU-G4S**

To whom it may concern:

I am writing to you on behalf of UNI Global Union. UNI Global Union is the global trade union federation in the skills and services sectors, representing 20 million services workers in commerce, finance, post and logistics, media, sports, care, gaming and property services. In the property services sectors – cleaning, facility management and private security – UNI Global Union and its affiliated trade unions organize, service and represent workers in more than 70 countries on all continents. As a trade union federation, we count members in all major private security companies, including Allied Universal, G4S, GardaWorld, and Securitas.

We read Allied Bidco's final offer document closely and believe that there is much scope for future cooperation. For that reason, we are reaching out to explore how we could potentially work together in the context of Allied Universal's takeover bid of G4S.

As one of G4S's major stakeholders, our affiliates have collective agreements with G4S at an enterprise level as well as sectoral level. At the EU level, we have a successful European Works Council (EWC) agreement ensuring that worker representatives are informed and consulted on financial and non-financial matters. As you could read in the financial press, the EWC is concerned with the possible impact on employment in the UK as well as globally. Allied Bidco's restructuring plans imply job losses. By starting a process of cooperation now, we can both minimize business disruption as well as ensure the 'seamless integration' you and Allied Universal strive for.

At the global level, UNI Global Union has an ethical employment partnership – also known as global framework agreement - with G4S amongst many other companies. On the one hand, this agreement has been able to secure workers' and trade union rights throughout the whole company's operations. On the other hand, it has mitigated workforce risks and contributed to the ethical integrity of the company. In particular, this agreement has allowed

us to address and remedy human rights issues in India, Qatar and Peru. It is not coincidental that this partnership is frequently invoked in the company's Annual Reports, ESG and CSR reports.

Considering the recent attempt by Allied Universal to take over G4S, we would like to discuss with you how we could potentially improve and expand the company's ESG standards and global social dialogue. We note that Warburg Pincus's 2020 ESG Policy sets out to respect the rights of those affected by firms' investment activities and also integrates ESG factors into the investment lifecycle.

If the takeover goes ahead, the G4S-Allied Universal merger would create the world's largest private security employer in the world, with 750,000 employees. However, the plans and vision as presented in the final offer document remain focused on Britain and the USA and do not touch upon the fact that G4S employs over 400,000 of its 530,000-strong workforce outside of Europe and North America.

It has come to our attention that Allied Universal has grown substantially through mergers and acquisitions in recent years. However, we would like to point out that the risks associated with G4S's operations in Africa, Asia, Middle East, Europe and South America are material, as many markets that G4S operates in are commonly referred to "low compliance, high risk"-markets.

Yet, we would cast serious doubts on whether Allied Universal management have acquainted themselves with the human rights risks associated with G4S's operations on the African continent, across Asia and even in Europe. Consequently, governments, clients, media, and NGOs will be monitoring and scrutinizing the new company ever so closely. Thus, we believe that Warburg Pincus and UNI Global Union have a common interest in ensuring that our common points of interests are addressed during this takeover.

Our primary concern is to maintain, improve and expand our ethical employment relationship and global social dialogue with G4S, regardless of the outcome of the takeover. As the principal investors behind this takeover, we call upon your responsibility and urge you and Allied Universal's Central management to work with us and our affiliates to maintain, improve and expand the company's ESG standards and Social Dialogue, so that the company can become an industry leader in the true sense of the word.

Yours sincerely,



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