

Security. Safety. Standards. Service



CAPABILITY STATEMENT

- PUBLIC ACCESS -

2024

(Established 1999).



MISSION STATEMENT

To provide world class quality security, emergency response and training services to the mining, resources, corporate and government sectors.

PROFILE

GSG is a fully resourced, quality endorsed service provider with highly capable, trained and real-world experienced staff backed by a specialist management team. GSG has managed the growth of the company since inception (1999) to become a highly considered and respected provider of professional security and emergency services.



GSG SECURITY SERVICES

- Security Audits;
- Investigation Services;
- Security Officers;
- Security First Responders;
- Loss Prevention Managers;
- Mobile Command Centre.



GSG EMERGENCY SERVICES

- Emergency Services Officers;
- Paramedic & Industrial Medics;
- Registered Nurses;
- Safety Officers;
- Emergency Vehicle Supply.



GSG TRAINING SERVICES

- Site-Specific Training
- Client Specific Training



SECURITY SERVICES



SECURITY SERVICES

Gold Security Group (International) Pty Ltd was formed specifically for the purpose of providing world-class and industry-leading security and investigative services to the corporate, mining, tertiary education and government sectors.

SECURITY AUDITS

- Detailed and thorough assessments of the site & management security procedures and systems;
- Clear Identification of risk areas and site-specific problems;
- Develop and maintain policies and procedures for effective security management;
- Recommendations for implementation & resolving onsite issues;
- Development of functional policies and procedures.

INVESTIGATION SERVICES

- Conducting complex investigations;
- Theft, Fraud, Sexual Assault, Disciplinary, Code Conduct, PSM Inquiries, Electoral malpractice;
- Surveillance and Counter surveillance operations.

SECURITY OFFICERS

- GSG SO's: Cert III trained, Dual licenced- SO & CC, Advanced First Aid, fire extinguisher trained;
- University Security: Customer service trained and focussed, stakeholder engaged service provider;
- Mining and Construction Security: Village & Camps, Gatehouse, Port, Rail & Airport.

SECURITY FIRST RESPONDERS

- Provide enhanced first response ES Capability on-site;
- Provide basic life support & response to medical emergencies;
- Pump Operations; Road Crash Rescue, Hazardous Entry Breathing Apparatus.

LOSS PREVENTION MANAGERS

- Reducing losses and mitigating risk to business operations;
- Investigation and management experience;
- Policing background;
- Independent, not influenced by community, political and internal issues

MOBILE COMMAND CENTRE

- Highly Visible, fully equipped modern mobile command centre;
- Rapid Deployment into the field with Air-conditioned office facilities;
- Self-contained messing and bathroom facilities;
- Portable Diesel Generator unit mounted to a heavy-duty trailer.



EMERGENCY SERVICES



EMERGENCY SERVICES

The GSG Emergency Services team consists of highly qualified and real-world experienced emergency response personnel. A team is a proud group of sound character who have celebrated success in the past and look forward to building on that in the future with quality service provision.

EMERGENCY SERVICE OFFICERS

- Career Background in Emergency Response provision;
- Experts at Safely managing workplace emergencies;
- Qualifications include Cert IV Healthcare (Ambulance), Cert III Mine Emergency Response and Rescue, Cert IV Training and Assessment, Respond to Isolated/Remote structure fire, Wildfire Awareness/Control, Emergency Response Driving;
- MR or HR Motor Drivers Licence, Alcohol & Other Drug(s) Testing, Security Officer licence;
- Onsite client-focused training.

PARAMEDIC & INDUSTRIAL MEDICS

- Extensive field experience, both pre-hospital and hospital-based emergency care;
- **Paramedic:** Dip / Adv Dip Paramedical Science (Ambulance) OR;
B. Paramedical Science (Ambulance) OR;
Adv Dip Pre Hospital Emergency Care (Ambulance) & relevant industry/ on-road experience;
Paramedics Currently registered with Australian Health Practitioner Regulation Agency (AHPRA)
- **Industrial Medic:** Cert IV Health Care (Ambulance);
- **Registered Nurses:** Nurses Currently registered with Australian Health Practitioner Regulation Agency (AHPRA) and the Nurses Registration Board.

EMERGENCY VEHICLES SUPPLY

- A well-equipped fleet of emergency vehicles:
 - First Response Medical Vehicles;
 - Ambulances;
 - Fire Appliances and
 - Mobile First Aid/Command Posts.



TRAINING SERVICES



TRAINING SERVICES

GSG Training Services is a provider of onsite client focussed customized training. This gives us the ability to maintain and upskill our own staff and also support the training of volunteer emergency response team members onsite.

SKILLS RECOGNITION

Training participants come with a diverse range of qualifications, work-life, and experiences. GSG's highly trained personnel consult with each candidate (Individual basis) to:

- Identify units of competency;
- Recognition of Prior Learning (RPL) ;
- Recognition of Current Competencies (RCC) and
- Evidence gathering (experience and competency) from a range of sources.

SITE-SPECIFIC TRAINING

- Training needs analysis for specific site requirements;
- Design appropriate training packages and deliver to workplaces;
- Ensuring successful transference of those skills into a practical workplace environment.

Training Courses Include:

- Customer focus training
- Emergency Incident management
- Emergency Vehicle Driver awareness training
- Driver Awareness Training in on and off-road techniques
- Team Leader training
- Emotional management training
- Leadership training
- Behavioral aspects-people
- Standard operating procedure
- Basic Fire Extinguisher
- Area Warden/Evacuation training
- Maritime Security Guard Course

CERTIFIED MANAGEMENT SYSTEMS

QUALITY

ISO:9001:2015
ISO:29001:2020

HEALTH & SAFETY

ISO: 45001:2018

ENVIRONMENTAL

ISO 14001:2015

CERTIFICATE OF REGISTRATION

Gold Security Group (International) Pty Ltd

118/296 Scarborough Beach Road, Osborne Park, WA 6017, Australia

Has been assessed and certified by Compass Assurance Services to the following management systems, standards and guidelines:

ISO 9001:2015
QUALITY MANAGEMENT SYSTEMS

ISO 45001:2018
OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS

ISO 14001:2015
ENVIRONMENTAL MANAGEMENT SYSTEMS

The scope of the certification covers the following activities:

The provision of security, emergency response and training services, primarily to support of the corporate, government, mining, and resource sectors.


Managing Director



CERTIFICATION DATE	DATE OF ISSUE	EXPIRY DATE	CERTIFICATE #
22 November 2020	22 November 2021	22 November 2022	1588-0259-02

COMPASS
ASSURANCE SERVICES

Compass Assurance Services Pty Ltd
20, Scarborough Beach, Perth, WA 6017, Australia
08 9471 6700 | www.ass-anz.co



CERTIFICATE OF ASSESSMENT

Gold Security Group (International) Pty Ltd

118/296 Scarborough Beach Road, Osborne Park, WA 6017, Australia

Has been assessed and certified by Compass Assurance Services to the following management systems, standards and guidelines:

ISO 29001:2020
PETROLEUM, PETROCHEMICAL AND NATURAL GAS INDUSTRIES – SECTOR SPECIFIC
QUALITY MANAGEMENT SYSTEMS

The provision of security, emergency response and training services, primarily to support of the corporate, government, mining and resource sectors.


Managing Director



CERTIFICATION DATE	DATE OF ISSUE	EXPIRY DATE	CERTIFICATE #
2 November 2020	22 November 2021	2 November 2022	1588-0259-02

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GSG POLICIES

GOLD SECURITY GROUP (INTERNATIONAL) PTY LTD



WHS POLICY

This policy statement expresses Gold Security Group (Int) Pty Ltd.'s commitment to providing a safe and healthy workplace.

Our vision is:

"To promote and support the highest levels of safety within the organisation to ensure the well-being of all employees and other stakeholders."

Our objectives and targets are:

- Develop a proactive culture throughout the organisation by encouraging individuals and team responsibility for health & safety behaviour;
- Encourage all employees and sub-contractors to actively participate in the development of health & safety programs with regular communication and consultation;
- Commitment to eliminate hazards and reduce Work Health & Safety risks.
- Commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- Ensure relevant and timely health & safety training is provided to all employees;
- Conduct yearly internal audits to ensure conformance and compliance with WHS legislation and ISO 45001: 2018 and to verify risk management control effectiveness;
- Measure health and safety performance to monitor improvement and progress towards a reduction of total recordable injuries;
- Implement this policy and its objectives within the organisation and ensure that it is communicated and made available to all stakeholders.

*This policy will be reviewed in consultation with relevant stakeholders on a regular basis.
This policy will be made available for public access via our website at: www.goldsec.com.au*

Aleksandar BORKOVIC
Managing Director
Gold Security Group (International) Pty Ltd
11-Sep-23

JAS-ANZ



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ENVIRONMENTAL POLICY

This policy statement expresses Gold Security Group (Int) Pty Ltd.'s commitment to meet both its legal obligations and ISO 14001:2015 EMS requirements.

Our vision is:

"To enhance and refine our value-added services; maximising the accrued social and environmental benefits for all stakeholders."

Our objectives are:

- Strive to develop a culture which recognises the integration of conservation and development for sustainability;
- Comply with relevant legal requirements, standards and clients' environmental management plans and procedures to enhance activities protecting the environment and preventing pollution;
- Adopt an approach to identify and assess risks and improvement opportunities with life cycle perspective, and to manage significant environmental impacts by reducing our carbon footprint and energy consumption;
- Raise environmental awareness and responsibility through training and regular communication to every aspect of the company business;
- Implement this policy and its objectives within the organisation and ensure that it is communicated and made available to all interested stakeholders.

*This policy will be reviewed in consultation with relevant stakeholders on a regular basis
This policy will be made available for public access via our website at: www.goldsec.com.au*

Aleksandar BORKOVIC
Managing Director
Gold Security Group (International) Pty Ltd
11-Sep-23



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QUALITY POLICY

This policy statement expresses Gold Security Group (Int) Pty Ltd.'s commitment to quality standards within the organisation.

Our vision is:

"The delivery of best practice services and high customer satisfaction."

Our objectives are:

- Establish and maintain a Quality Management System in accordance with AS/NZS ISO 9001:2015;
- Conduct internal audits and review the effectiveness of our Quality Management System by scheduling review meetings as a mechanism for stimulating continual improvement;
- Identify, investigate, report and resolve all non-conformities and take action to prevent recurrence;
- Monitor customer perceptions to determine if we have met requirements and expectations;
- Implement this policy and its objectives within the organisation and ensure that it is communicated and made available to all interested stakeholders.

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Aleksandar BORKOVIC
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GSG POLICIES

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WORKPLACE BEHAVIOUR POLICY

Gold Security Group (International) Pty Ltd (GSG) is committed to providing a safe and healthy workplace where all of its employees are free to perform their job in an environment free from discrimination, sexual harassment, bullying, victimisation and the improper use of drugs and alcohol and other substances.

- If you currently work at GSG, including potential employees and contractors on a full time, part time or casual basis, on or off site, or if you are a visitor attending our workplace or an event we have organised then this Workplace Behaviour Policy (Policy) applies to you and you must familiarise yourself with, and comply with this Policy;
- All GSG employees will be advised at the commencement of their employment that any form of discrimination, harassment, bullying and/ or victimisation in the workplace is unlawful and will not be tolerated;
- GSG encourages all employees to report any case of discrimination, sexual harassment, bullying or victimisation in the workplace. Managers and Supervisors will ensure that employees, who make a complaint, and witnesses, will not be victimised;
- GSG has thorough grievance and investigation procedures to respond to any reported cases of which it is aware. All parties will be afforded procedural fairness, natural justice and the opportunity to respond;
- Disciplinary action may be taken against anyone who is found to be in breach of this policy. Disciplinary action may involve a warning, transfer, counselling, demotion or dismissal depending on the circumstances;
- This policy may be reviewed, varied or added to by GSG at any time, at our absolute discretion.

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Aleksandar BORKOVIC
Managing Director
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SOCIAL RESPONSIBILITY POLICY

Gold Security Group (International) Pty Ltd is engaged in the business of providing world class security and emergency services to the corporate, government and mining sectors throughout Australia and the world.

We understand that we have an obligation to operate our business in a socially responsible manner.

Gold Security Group (International) Pty Ltd undertakes to fulfill its corporate social responsibility commitment by addressing, involving and supporting;

- Our business success is a reflection of the quality and skill of our people. GSG is committed to seeking out and retaining the human talent to ensure top business growth and performance.
- Diversity management benefits individuals, teams, our company as a whole and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company, in all that we do.
- GSG believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences.

This policy will be reviewed in consultation with relevant stakeholders on a regular basis

This policy will be made available for public access via our website at: www.goldsec.com.au

Aleksandar BORKOVIC
Managing Director
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11-Sep-23

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GSG POLICIES

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DIVERSITY POLICY

Gold Security Group (International) Pty Ltd (GSG) recognises its talented and diverse workforce as a key competitive advantage.

This policy applies to all our work groups including engaged contractors.

- Our business success is a reflection of the quality and skill of our people. GSG is committed to seeking out and retaining the human talent to ensure top business growth and performance.
- Diversity management benefits individuals, teams, our company as a whole and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company, in all that we do.
- GSG believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences.
- We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions us to anticipate and fulfill the quality service needs of our customers, both domestically and internationally.
- GSG is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, and socio-economic status, physical and mental ability, thinking styles, experience and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success.
- Managing diversity makes us more creative, flexible, productive and competitive.

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Managing Director
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GSG POLICIES

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DRUG AND ALCOHOL POLICY

Gold Security Group (International) Pty Ltd (GSG) has a responsibility to provide a safe and healthy work environment for all workers.

GSG will implement and maintain a ZERO tolerance approach to the use of alcohol and illicit drugs in the workplace.

- This policy applies at all GSG workplaces and other situations where workers may be working or representing the company. All GSG employees and sub-contractors shall adhere to client's drug and alcohol policy and random screening process.
- GSG recognises that the inappropriate use of alcohol and/ or illicit drugs by a worker can lead to major deficiencies in an individual's work performance and behavior and it is a contributing factor to cause workplace accidents.
- It is the responsibility of all GSG employees to present fit for work. If a GSG employee is deemed unfit for work as a result of returning a non-negative test sample through any drug and alcohol testing mechanism (BrAC, saliva, urine or other), they shall be counselled by their immediate Manager, Supervisor or Team Leader and will be returned to their accommodation where the matter is investigated further. The investigation may result in summary dismissal of the worker.
- Where workers are taking prescribed or pharmacy drugs, they will not be breaching this policy. Workers must not misuse or abuse prescription drugs or pharmacy drugs and must take prescriptions in accordance with the instructions of their medical practitioner and normal directions applying to the use of those drugs to ensure a safe work environment.
- It is also each person's responsibility when taking prescription or pharmacy drugs to check with their medical practitioner about the effect of the drug their ability to drive vehicles, operate machinery and safely perform their normal work duties.
- All GSG employees that are involved in a vehicle accident at work will be "for causal" tested immediately after the accident. Employees that are involved in a vehicle accident are NOT to drive the vehicle after the accident.
- GSG is committed to providing ongoing education and awareness about the risks of alcohol and drug abuse. GSG Management will ensure this policy is made available to all workers and provide them with an opportunity to give feedback in regards to this policy.

*This policy will be reviewed in consultation with relevant stakeholders on a regular basis
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Managing Director
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11-Sep-23



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FATIGUE MANAGEMENT POLICY

Gold Security Group (International) Pty Ltd (GSG) has a responsibility to provide a safe and healthy work environment for all workers.

GSG is committed to;

- Working closely with our workers, contractors and visitors to prevent and manage risk associated with fatigue in the workplace;
- Develop a culture of shared responsibility for fatigue management;
- Monitor working hours of our workers to ensure there is an adequate rest period before next commencing work;
- Implement a fatigue management strategy to address fatigue related risks within the workplace;
- Provide training and education for workers in regards to awareness and management of fatigue;
- Promote a general healthy lifestyle to workers to help reduce risk of fatigue;
- Conduct regular audits to ensure the successful implementation of this policy.

*This policy will be reviewed in consultation with relevant stakeholders on a regular basis
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GSG POLICIES

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FAMILY AND DOMESTIC VIOLENCE LEAVE POLICY

Gold Security Group (Int.) Pty Ltd (GSG) is committed to supporting employees who require assistance as a result of experiencing family and/or domestic violence.

- This policy will apply to all employees of the company, including casual employees. This policy will not form part of an employee's contract of employment.

- Pursuant to the terms of the Fair Work Act 2009, an employee experiencing family and domestic violence is entitled to ten (10) days of paid family and domestic leave where they need to do something to deal with the impact of the family and domestic violence and it is impractical for the employee to do that thing outside their ordinary hours of work.

- If an employee takes family and domestic violence leave, they have to let GSG know as soon as possible. This can happen after the leave has started. Employees also need to tell their employer how long they expect the leave to last.

- Definitions under the new provisions, family and domestic violence means violent, threatening or other abusive behaviour by an employee's close relative, a current or former intimate partner, or a member of their household that both:

- seeks to coerce or control the employee
- causes them harm or fear.

A close relative means:

- • spouse or former spouse, de facto partner or former de facto partner, child, parent, grandparent, grandchild, sibling
- an employee's current or former spouse or de facto partner's child, parent, grandparent, grandchild, or sibling, or
- a person related to the employee according to Aboriginal or Torres Strait Islander kinship rules.

- The entitlement arising out of this policy is available in full at the start of each twelve (12) month period of the employee's employment. Employees are entitled to the leave upfront, and it will renew at each anniversary date of employment. The leave does not accumulate from year to year.

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Employees are responsible for, and required to:

- a) complete a leave application and submit it to their Manager or Supervisor for approval.
- b) provide notice to the company as soon as practicable of the requirement to take leave.
- c) advise the company of the expected period of leave.
- d) provide the company, when requested to do so, with evidence that the leave is taken for the specified purpose.

Managers and Supervisors are responsible for:

- a) ensuring that they deal with an employee's application for this type of leave and the surrounding issues with confidentiality and sensitivity.
- b) taking all reasonable steps to ensure any information that is disclosed to the company as a result of this policy will be treated confidentially as far as reasonably practical to do so.
- c) seeking assistance and further advice if they are unsure how to manage an issue arising from the application of this policy.

- Call 000 if someone is seriously injured or in need of urgent medical attention, if someone's life is being threatened, or if you've witnessed an incident.

- Any employee who requires assistance in understanding this policy should first consult their Team Leader, Supervisor or Manager.

This policy will be reviewed in consultation with relevant stakeholders on a regular basis. This policy will be made available for public access via our website at: www.goldsec.com.au

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