

HUMAN CAPITAL MANAGEMENT

At GardaWorld, we aim to actively participate in our clients' daily operations by providing innovative solutions to proactively mitigate risks, drive profitability and reduce costs.

By fostering a culture of quality and leveraging our trusted partners, we offer a comprehensive suite of services that not only meet global benchmarks but can also be customized and delivered locally. With a strong focus on talent investment and process engineering, we strive to develop a deep and true understanding of our clients' needs.

Our integrated solutions, including the software systems we employ, are specifically designed for large and complex sites and to handle the complexities of Africa. These systems are tailored to align with each client's unique policies, procedures, and operational framework.

We understand that modern security solutions extend beyond protecting physical perimeters. They encompass monitoring manpower, identifying ghost workers, mitigating payroll discrepancies, preventing theft from production lines, and addressing risks associated with system manipulation.

We collaborate as a risk management partner, enhancing processes, increasing visibility, improving efficiency, and enabling better control over commercial risks often seen as internal company challenges.

By combining our expertise in Human Capital Management with advanced security solutions, GardaWorld delivers comprehensive support that not only safeguards your organization but also empowers you to optimize your operations, reduce costs, and mitigate risks effectively.

GardaWorld in Africa Leaders in providing trustworthy protection every day

Continent-wide, licensed operations

with proprietary infrastructure in 12 countries

Fully compliant

to the VPSHR and a signatory to the UN Global Compact Statement

Specialist providers

in remote site security, strategic communications provision and integrated security solutions

Divisional headquarters based in:

Nairobi and London

Fully certified

across all operations to PSC1:2012 and ISO 18788:2018 industry standards

Global reach through GardaWorld network

31,000+

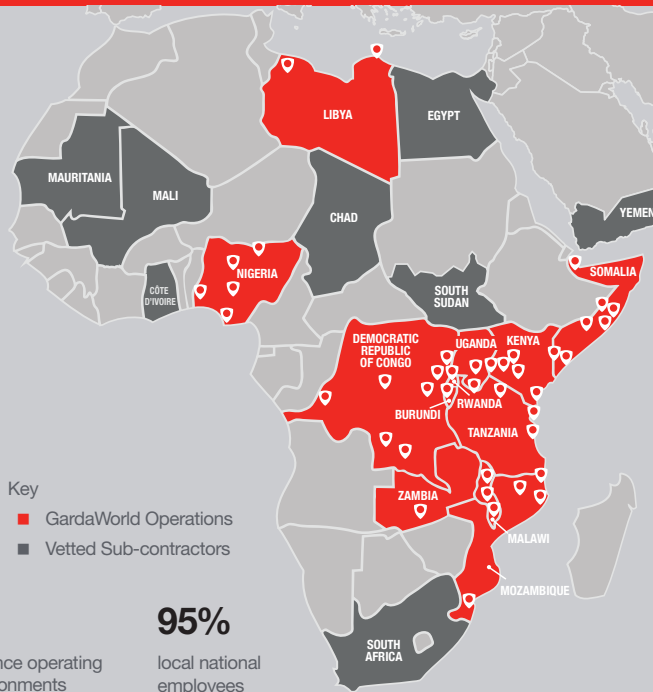
trained and certified security professionals

54+

years of experience operating in complex environments

95%

local national employees



Our Services

At GardaWorld, we offer a comprehensive range of services developed by security, payroll, time and attendance (T&A), and HR experts, leveraging over 25 years of operational experience. Our software systems are specifically designed for large, complex sites and are customized based on each client's policies, procedures, and operational framework. We ensure that all statutory changes resulting from wage negotiations or policy updates are implemented accurately and on time. Our services address various aspects of day-to-day employee management, eliminating the need for manual calculations and providing seamless integration across multiple systems. Key features of our services include:

Payroll Management: Our software streamlines payroll processes, automating calculations, deductions, and tax compliance. It ensures accurate and timely payment processing for employees, with built-in flexibility to handle complex payroll requirements.

Time and Attendance Management: Our systems efficiently capture and manage employee attendance data, providing accurate tracking, reporting, and integration with payroll systems. This eliminates manual timekeeping and reduces administrative effort.

HR Management: Our comprehensive HR management functions cover areas such as employee records management, leave management, performance management, and disciplinary processes. The software enables efficient HR operations, enhances data accuracy, and promotes consistent adherence to HR policies and procedures.

Shift Calculation and Recording: Our software automatically calculates and records employee shifts based on their work environment (e.g., risk, non-risk, noisy), job category, and cost center. This enables accurate calculations for service increments, leave, bonuses, and other benefit entitlements based on qualifying shifts.

Benefit Calculation: We provide automatic calculation of employee benefits, considering both pensionable and non-pensionable emoluments.

Auditing Functionality: Our software offers comprehensive audit functionality, including an "Audit the Auditor" feature that allows monitoring of all inputs by specific users and ensures thorough checks by supervisors, leaving no room for oversight.

Disciplinary Rules and Procedures: We establish clearly defined disciplinary rules and procedures, allowing organizations to delegate responsibility for addressing disciplinary breaches while ensuring consistency, procedural fairness, and substantive fairness. This enhances employee and manager satisfaction.

Asset Tracking and Access Control Integration: We integrate our systems with RFID and biometric readers for time and attendance, 3D facial readers, biometric access control units, alco-blow units, long-range readers, boom barriers, turnstiles, and CCTV systems. This enables accurate recording of asset movement, unauthorized access alerts, and efficient site visitor management.

In addition to our Human Capital Management services, we also provide Truth Verification Services.

Our Veracity system combines unique voice analysis technology with carefully designed investigative questions, offering accurate, reliable, and credible results for all your staffing issues.

This pillar of effective Human Resource Management helps manage business risk profiles, cultivates a productive culture, and enhances overall productivity.

Our Truth Verification Services can be used for:

Pre-employment and Selection Vetting: Conducting thorough checks during the initial phase of recruitment procedures and vetting service providers before granting access.

Periodic Tests: Performing periodic tests for all levels of employees and service providers to ensure "honesty and integrity maintenance."

Moral, Satisfaction, Engagement Survey: Utilizing the system as an investigation tool for incident-specific events and conducting surveys to assess morale, satisfaction, and engagement levels.

The risk landscape has evolved and everything we do is transformational. Our deep localized understanding of the communities in which we have operated for the past 20 years, has given us a tapestry of information that provides colour far beyond just assessing and analyzing data. And we have a pioneering history of recruiting, training, and empowering local communities to take ownership of their own safety and security at all levels of civil society. Our proven approach is flexible and adaptable to specific context, yet our commitment and our ethical standards are constant, demonstrated by our industry leading global accreditations.

About GardaWorld

GardaWorld is a global champion in security services, integrated risk management and cash solutions, employing more than 132,000 highly skilled and dedicated professionals. Driven by a relentless entrepreneurial culture and core values of integrity, vigilance, trust and respect, we offer sophisticated and tailored security and technology solutions through high-touch partnerships and consistently superior service delivery. With a deep understanding that security is critical to conducting business and keeping communities safe, GardaWorld is committed to impeccable governance, professional care and the well-being of everyone. Thanks to a well-earned reputation, we are proud to be the long-standing security partner of choice to some of the most prominent brands, Fortune 500 corporations and governments.

EXECUTING YOUR VISION

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