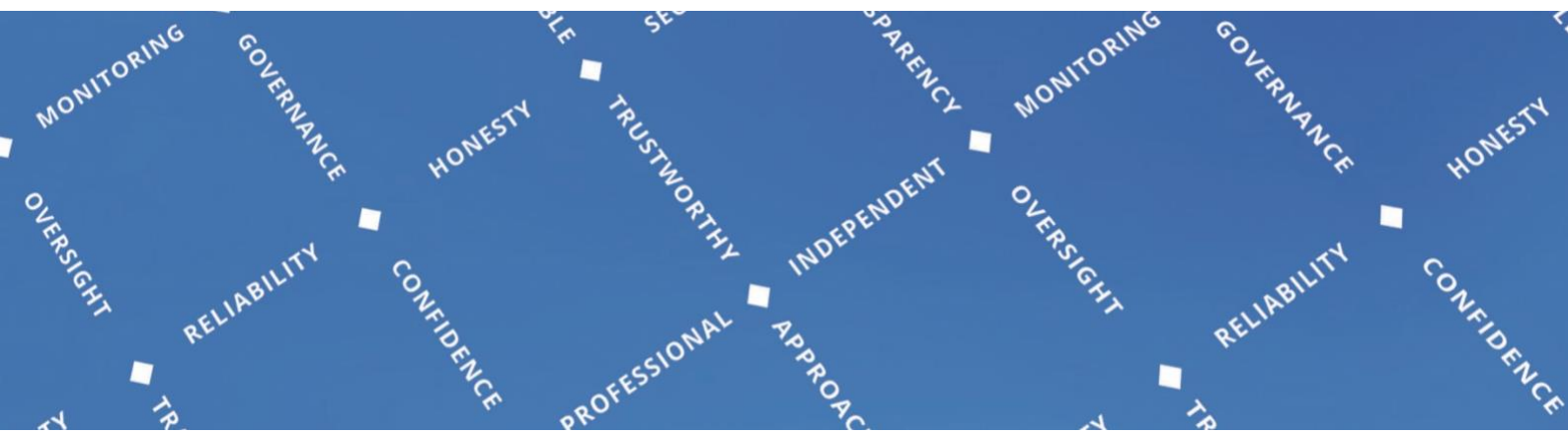




THE INTERNATIONAL CODE OF CONDUCT FOR PRIVATE SECURITY SERVICE PROVIDERS' ASSOCIATION (ICoCA)

Amendments to
The International Code of Conduct for
Private Security Service Providers (2010)

As approved at the
2021 Annual General Assembly



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List of Approved Amendments

In accordance with Articles 6.5 and 6.8 of the Articles of Association, the following amendments to the International Code of Conduct for Private Security Service Providers (2010) were approved by the General Assembly at the ICoCA 2021 Annual General Assembly:

Preamble and Section C: Implementation	Updated to reflect establishment of governance and oversight mechanisms and procedures.
Signatory Companies	Removed and replaced with Member and Affiliate Companies. Addition of definitions of Member Companies and Affiliate Companies
Definition: International Code of Conduct Association	Addition of the definition of the Association as the governance and oversight mechanism of the Code added.
Definition: Security Services	Amended to reflect range of services offered by security providers in line with current practice and future trends.
Scope: Complex Environments	Amended to reflect current ICoCA activities and footprint.
Paragraph 26: Corruption and Corrupt Practices	Amended to include reference to corruption and corrupt practices involving private officials and persons e.g. client procurement staff.
Paragraphs 66 & 67, Definitions: Grievance & Whistleblower Procedures	Amended to include/clarify grievance and whistleblowing procedures. Addition of definitions of Grievance Procedure/ Grievance Mechanism and Whistleblowing Procedure

A. Preamble and Section C: Implementation

Revised paragraphs 8-12

“8. PSCs may join the International Code of Conduct for Private Security Service Providers’ Association (alternatively known as the “Association” or “ICoCA”) as Member Companies or as Affiliate Companies if they commit to operating consistently with the principles of the Code and meet the other requirements for their participation.

9. Member Companies may be either “Certified Members” or “Transitional Members”.

(i) PSCs are eligible for membership as Certified Members upon achieving ICoCA certification in accordance with the certification requirements defined by the Board which are based on national or international standards and processes that are recognized by the Board as consistent with the Code and any additional information deemed necessary for assessing whether a PSC’s systems and policies meet the requirements of the Code and its readiness to participate in the Association.

(ii) PSCs are eligible for membership as Transitional Members before applying to become Certified Members, if they meet the obligations of membership. A Transitional Member that fails to obtain ICoCA certification within the time period described in the Articles of Association shall lose its status as a Member Company until such time as it obtains certification. A Transitional Member that has not been able to attain such certification may be eligible for Affiliate status.

10. PSCs are eligible for Affiliate status if they meet and maintain the reporting, monitoring and assessment requirements in the Code, the Articles of Association, and related procedures adopted by the Association.

11. Member Companies and Affiliate Companies undertake to be transparent regarding their progress towards implementing the Code’s principles and the standards derived from the Code. PSCs will not claim they are certified under this Code until ICoCA Certification has been granted by the Association.

12. The International Code of Conduct for Private Security Service Providers’ Association, as the Code’s governance and oversight mechanism, shall accept responsibility for maintenance and administration of the Code, and shall determine whether and how it is appropriate for the mechanism and standards to be reflected in the text of the Code itself.”

B. Signatory Companies

Addition of “Member Companies” and “Affiliate Companies” to the definitions:

“Member Companies - Private Security Companies and Private Security Providers that have been granted Member status by the International Code of Conduct for Private Security Service Providers’ Association and that meet and maintain the obligations and requirements contained in this Code, the Articles of Association, and the procedures adopted by the Association. Certified Members have achieved ICoCA certification in accordance with the certification requirements defined by the Board. Transitional Members are committed to achieving ICoCA certification within the time period specified in the Articles of Association.

Affiliate Companies - Private Security Companies and Private Security Providers that have been granted Affiliate (non-voting) status by the International Code of Conduct for Private Security Service Providers’ Association and that meet and maintain the obligations and requirements contained in this Code, the Articles of Association, and the procedures adopted by the Association. Affiliate Companies are not required to achieve ICoCA certification within a stipulated timeframe but are subject to ICoCA reporting, monitoring and assessment requirements, in accordance with the Articles of Association.

Amendment – textual alignment

Where relevant throughout the Code the term “Signatory Companies” to be replaced with “Member Companies” or “Member and Affiliate Companies”, as appropriate.

C. Definitions: International Code of Conduct Association

Added definition:

“The International Code of Conduct for Private Security Service Providers’ Association (alternatively known as “the Association” or “ICoCA”) – the multi-stakeholder initiative, comprised of governments, industry and civil society organizations, established to promote, govern and oversee implementation of the International Code of Conduct for Private Security Service Providers and to promote the responsible provision of security services, support for the rule of law, and respect for human rights and international humanitarian law in accordance with the Code.”

D. Definitions: Security Services

Amended definition:

“Security Services – include but are not limited to:

- guarding and protection of persons and objects, such as convoys, facilities, designated sites, property or other places (whether armed or unarmed),
- guarding and transporting prisoners, operating prison facilities and assisting in operating camps for prisoners of war or civilian detainees,
- the checking, detention, or searching of persons, searching of premises or containers, and seizure of objects,
- counter-piracy services, armed or unarmed maritime escorts or onboard vessel protection,
- operational and logistical support for armed or security forces, including training and advice, intelligence, surveillance and reconnaissance activities,
- crowd management,
- operating and maintaining weapons systems,
- guard dog services,
- the recruiting and training of security personnel, directly or as an intermediary, for a company that offers private security services, and
- any other protective activity for which the personnel of companies are required to carry or operate a weapon in the performance of their duties.”

E. Paragraph 13: Complex Environments

Amended paragraph 13 of the General Provisions:

“13. This Code articulates principles applicable to the actions and operations of Member and Affiliate Companies while performing Security Services - including when operating in complex and otherwise high risk, unstable or fragile environments - where there is a risk of human rights abuses and/or violations of international humanitarian law and/or civilian harm.”

F. Paragraph 26: Corruption and Corrupt Practices

Ameded paragraph 26 of the General Commitments:

“26. Member and Affiliate Companies will not, and will require that their Personnel do not, consistent with applicable national and international law, promise, offer, or give to any official, in the public or private sectors, directly or indirectly, anything of value for the official himself or herself or another person or entity, in order that the official act or refrain from acting in the exercise of his or her official duties if such inducement is illegal under the law where the company is operating or incorporated. Member and Affiliate Companies will not, and will require their Personnel do not, solicit or accept, directly or indirectly, anything of value in exchange for not complying with national and international law and/or standards, or with the principles contained within this Code.”

G. Paragraphs 66 & 67: Grievance Procedures and Whistleblower Reporting

Aimed paragraphs 66 and 67 of the Specific Commitments regarding Management and Governance:

“Grievance, Whistleblowing and Reporting Procedures

66. Member and Affiliate Companies will establish Grievance, Whistleblowing and related reporting procedures to address claims, among other matters, alleging failure by the Company to respect the principles contained in this Code brought by Personnel or by third parties.

67. Member and Affiliate Companies will:

- a. establish Whistleblowing procedures for their Personnel and for third parties to report allegations of improper and/or illegal conduct that has occurred or is intended to occur, including such acts or omissions that would violate the principles contained in this Code, to designated Personnel and, where appropriate, to competent authorities. Procedures must be fair and accessible and provide protection from retaliation;
- b. establish Grievance procedures to address reports of alleged improper and/or illegal conduct that has occurred or is intended to occur, including such acts or omissions that would violate the principles contained in this Code. Such procedures must be fair, accessible, and offer effective remedies, including recommendations for the prevention of recurrence;
- c. publish details of their Grievance, Whistleblowing and related reporting mechanisms on a publicly accessible website;
- d. investigate allegations promptly, impartially and with due consideration to confidentiality;
- e. keep records about any such allegations, findings or disciplinary measures. Except where prohibited or protected by applicable law, such records should be made available to a Competent Authority on request;
- f. cooperate with official investigations, and not participate in or tolerate from their Personnel, the impeding of witnesses, testimony or investigations;
- g. take appropriate disciplinary action, which could include termination of employment in case of a finding of such violations or unlawful behaviour; and
- h. ensure that their Personnel and third parties who report wrongdoings in good faith are provided protection against any retaliation for making such reports, such as shielding Personnel from unwarranted or otherwise inappropriate disciplinary measures, and that matters raised are examined and acted upon without undue delay.”

Added Definitions

Grievance Procedure/ Grievance Mechanism - A procedure or mechanism developed by a company to address complaints that allege improper or illegal conduct by its personnel, including acts or omissions that violate principles contained in the Code.

Whistleblowing Procedure - A procedure developed by a company for personnel and third parties to report concerns about alleged improper or illegal conduct of the company or its personnel and that protects the reporting individual from retaliation.
