



ARGUS Gender Equality Plan

Dear Colleagues,

ARGUS Group of Companies provides premium service quality for Embassies, Diplomatic Missions and International Companies.

We judge a colleague by professional competence, reliability and social behavior. Nationality, ethnic affiliation, religion, look, gender or sexual orientation are of no importance for us.

ARGUS employs colleagues of more than a dozen foreign nationalities and ethnic affiliations, various religious affiliations, various genders and members of the LGBTI+ community. ARGUS stands in support of equal rights and fair treatment of men, women and of members of the LGBTI-community.

We want to attract the best professionals – regardless of their private backgrounds.

Our core business, the security business, is a male domain. Most people in the security industry are men. However, the average is not decisive for ARGUS. We respect equal rights for all human beings.

Therefore, we indicate in all external communication (e.g. staff ads in print and social media) that we stand for gender equality and we provide career opportunities for men and women equally. We recruit men and women equally. And we promote men and women equally.

Already, most of our teams are mixed teams. We plan to reach a fully balanced gender representation in our management and in our security- and service- teams until 2025.

I am convinced, that most ARGUS colleagues absolutely support this Gender Equality Plan. In case you should suffer from discrimination, please let us know. Please address to the ARGUS Compliance Officer then (compliance@argus.ua).

PS: For full information on our Gender Equality Plan please address to our Compliance Officer, e.g. sex/gender data of our personnel; gender balance goals for 2023, 2024, 2025 year.

With best regards

President

Dr. Christof Rheinbay