

SAS DECLARATION ON DISCRIMINATORY STIPULATIONS BY SECURITY BUYERS

1. Security Association Singapore (“**SAS**”) is the lead trade association for the security industry in Singapore. The majority of SAS members are security agencies that deploy outsourced security officers. These security officers, while deployed at the sites of security buyers, are employees of our member security agencies.
2. It is not uncommon for security agencies to encounter buyers of security services that make discriminatory stipulations for the security officers that are to be deployed at their sites. These include stipulations of age, race, language and gender.
3. When security agencies put out advertisements and/or hire based on these discriminatory stipulations, these constitute discriminatory hiring practices.
4. These stipulations by buyers also create a discriminatory work environment for security officers at site.

Recognising the above, the General Meeting of Members hereby adopts and declares:

5. SAS and SAS members are committed to adopting fair hiring and responsible employment practices, set out in TAFEP’s Tripartite Guidelines On Fair Employment Practices (the “**Tripartite Guidelines**”);
6. SAS and SAS members are committed to the Principles of Fair Employment Practices articulated in the Tripartite Guidelines¹;
7. As an outsourced services sector, SAS member security agencies stand firmly against discriminatory stipulations by security buyers and will not translate discriminatory stipulations by security buyers into their hiring practices;
8. SAS members undertake to encourage and educate security buyers against making discriminatory stipulations for the deployment of security officers at site by informing the SAS Secretariat of errant security buyers, for the Secretariat to send the Tripartite Guidelines and other relevant materials on the Tripartite Guidelines to these errant security buyers.

¹ As enclosed at **Annex**.

Tripartite Guidelines

The five principles of Fair Employment Practices are:

- a. Recruit and select employees on the basis of merit (such as skills, experience or ability to perform the job), and regardless of age, race, gender, religion, marital status and family responsibilities, or disability.
- b. Treat employees fairly and with respect and implement progressive human resource management systems.
- c. Provide employees with equal opportunity to be considered for training and development based on their strengths and needs to help them achieve their full potential.
- d. Reward employees fairly based on their ability, performance, contribution and experience.
- e. Abide by labour laws and adopt the Tripartite Guidelines on Fair Employment Practices