BLACK WOLF
LOCAL WORKFORCE POLICY

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Abstract

This Document must be read only by all involved parties and implement its Protocols & Procedures accordingly

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09/12/2024

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Local Workforce Policy

1. Existing Personnel

1.1 Retention of Existing Personnel:

Black Wolf Security Services is committed to retaining local personnel currently performing duties. The company comprehensive HR retention strategy outlines how existing personnel are and will be retained and transitioned into new roles or ongoing contracts. This plan mainly focuses on job stability, morale, and professional development.

1.2 Commitment to Maintaining Current Salaries:

Black Wolf is committed to assess and evaluate the salary scale of the previous contractor prior to maintaining the current salaries and compensation packages of the retained local personnel. Any salary changes is aligned with company salary scale standards and market standards which are communicated clearly and in advance to the personnel.

2. Commitment to Local Workforce Development

2.1 Community Engagement and Workforce Needs Assessment:

Black Wolf Security Services actively engages with local communities to assess workforce needs. This includes collaboration with local leaders, government agencies, and stakeholders to ensure that our hiring practices align with community needs and the objectives of the projects.

2.2 Local Hiring Priority:

Our hiring strategy prioritizes local candidates, especially those from the project's immediate area, to support regional economic growth and reduce unemployment. We aim to create strong, lasting relationships within the community to enhance operational efficiency and foster community support.

2.3 Inclusive and Transparent Recruitment Process:

Black Wolf Security Services ensures an open, transparent, and fair recruitment process. All candidates will be given equal opportunities, and our selection process will adhere to client expectations and maintain high ethical standards. The company recruitment process follows various stages starting with CV collection, written test, interview, and training evaluation.

2.4 Thorough Assessment and Skill Development:

Candidates will undergo a thorough evaluation process, assessing literacy, communication skills, and relevant experience in security management. Preference will be given to candidates with local knowledge and prior security experience, particularly in similar environments.

2.5 Training and Capacity Building:

Successful candidates will undergo a two-week training program that covers basic security protocols, operational duties, and key security skills.

MSS GLOBAL UKAS MANAGEMENT SYSTEMS 7818 ISO 9001:2015 Quality Management QMS/042021/001 ISO 18788:2015 Security Operations Management SMS/042021/001 ANSI/ASIS PSC.1-2022 Private Security Company Operations Management SMS/042021/001

Additionally, the training will include cultural awareness and emergency response procedures tailored to the specific project area.

2.6 Equipping the Workforce:

New recruits will be provided with uniforms and access to essential training materials. Ongoing access to learning resources will be provided to ensure continuous skills improvement and competency development.

2.7 Mandatory Background Checks:

All recruits will undergo mandatory background checks by the Kurdistan Ministry of Interior and State Security Services to ensure compliance with safety and security regulations.

3. Commitment to Long-Term Workforce Development

3.1 Ongoing Training and Upskilling Programs:

Black Wolf Security Services will provide continuous training opportunities to enhance employees' skills, job performance, and career progression. These programs will include specialized security certifications, leadership training, and professional development.

3.2 Performance Reviews and Career Progression:

Employees will undergo regular performance reviews to assess progress, identify career development areas, and receive feedback for improvement. Black Wolf Security Services is committed to providing clear career advancement pathways within the organization.

3.3 Community Feedback and Adaptation:

We actively seek feedback from both the local workforce and the community to ensure that our strategies align with their evolving needs. Based on this feedback, we will adapt our workforce **development strategies to meet both community and client expectations.**

3.4 Retention Strategies and Employee Well-Being:

Retention strategies focuses on employee satisfaction, work-life balance, and well-being. This includes offering competitive wages, benefits, and social programs that ensure our local workforce remains motivated, productive, and committed to the success of the project.

4. Conclusion

4.1 Commitment to Local Workforce Sustainability:

Black Wolf Security Services is dedicated to fostering long-term relationships with the local workforce by ensuring job security, continuous development, and competitive compensation. We believe that investing in local personnel not only benefits the immediate project but also strengthens the broader community, promoting economic growth and stability.

4.2 Alignment with Community and Client Needs:

Through our local workforce commitment, we aim to align our objectives with the needs of both the community and the client. By retaining skilled local personnel and offering career development opportunities, Black Wolf Security Services ensures the success of our operations and contributes positively to the regional economy and social fabric.

Yad Mohammed Rashid

General Manager