

Force Continuum Policy



GSS Group
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Force Continuum Policy is to ensure safety of staff, public and assets of the client against different levels of resistance which can be presented by an offender. Our force continuum policy states different force options available for the personnel without compromising safety.

GSS Group acknowledges a duty to achieve their objectives by:

- Providing and maintaining safe working procedures to prevent an offender to cause damage to the people, property, and security personnel.
- Providing adequate personal protective equipment as preventive measure in a situation when staff is at risk, and he has no other choice than to use minimum lawful force as the last resort in self-defence or to protect person in danger.
- Providing adequate training and instruction to enable employees to act in following risk scenarios and enable to respond as recommended below:
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Offender's Action	Security Officer's Response
1. Psychological Intimidation	1. Call security staff as back up to ensure strong presence of security personnel. (Highly Recommended action)
2. Verbal Non-Compliance by offender	2. Use Communication Skills to prevent an unfavourable incident to happen without using physical force. (Highly Recommended action)
3. a) Passive Resistance	3. a) Use Soft empty hand techniques to stop offender.
b) Defensive Resistance	b) Use Hard Empty Hand Techniques to stop offender.
4. a) Active Aggression	4. a) Call Police back up immediately
b) Aggravated Aggression	b) Call Police back up immediately
5. Deadly Force Assaults	5. Call Police back up immediately

- Training staff to maintain safe distance from threat.
- Maintaining through the establishment and support of a safety pre-start meetings to train the staff for different level of threats.
- Investigation of all actual and potentially injuries occurrences due to use of minimum lawful force.
- In the event of injuries, rehabilitation services will be made available through an agreed rehabilitation provider.

Employees have a duty of co-operation in the attainment of these objectives by:

- Working with care for their own safety and that of other employees and patrons who may be affected by their actions or omissions.
- Wearing and maintaining provided protective equipment in a clean and workable order.
- Reporting all incidents to supervisors and senior management.

- To obey all instructions issued by their supervisors, for their personal safety, and that of other persons, and not to perform any procedure or task unless they have received appropriate training and instruction.
- Assisting in the investigation and the reporting of any accidents with the objective of introducing measures to prevent re-occurrence.
- To not interfere, remove or displace any evidence from any crime scene after an incident of physical violence or crime happens.
- To not interfere with, remove or displace any safety guards, safety devices or protective equipment unless it is a part of an approved maintenance or repair procedure.

A safe and effective place of work is our goal, and we must all be committed to reach this outcome

Endorsed by:

Imran Mukhtar

Managing Director February 2026

A handwritten signature in black ink, appearing to be 'Imran Mukhtar', written over a faint horizontal line.